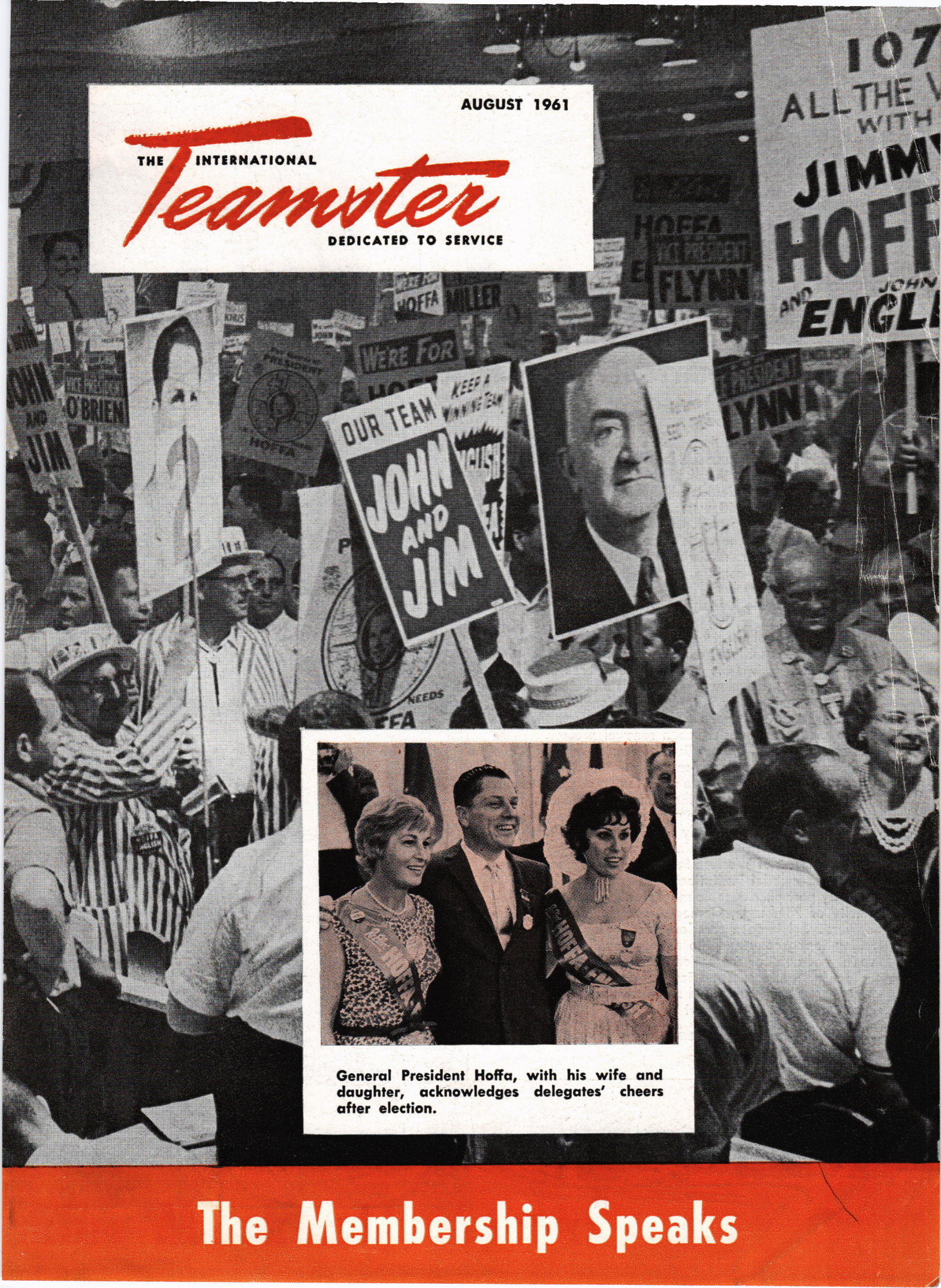


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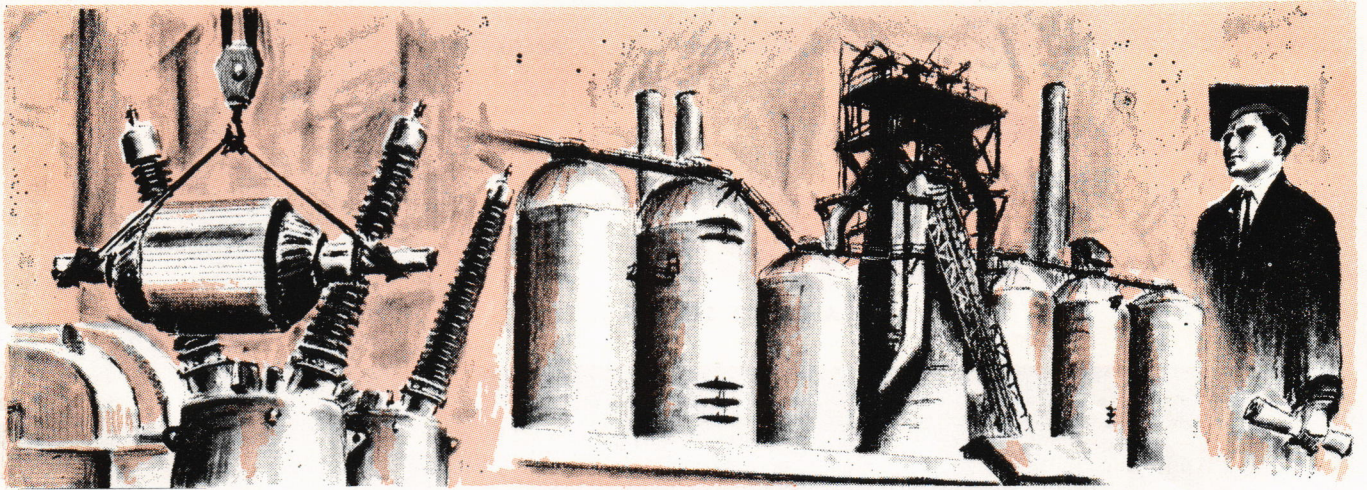
THE INTERNATIONAL  
**Teamster**  
DEDICATED TO SERVICE



General President Hoffa, with his wife and daughter, acknowledges delegates' cheers after election.

**The Membership Speaks**





## The Teamsters Salute PITTSBURGH

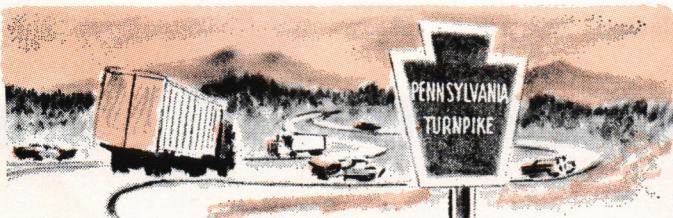
**P**ITTSBURGH, sixteenth-ranking U. S. city with 600,684 population, was founded at Fort Duquesne by the French in 1754 after they had driven off a British force under command of Lieutenant George Washington. A second assault in 1758 was successful, it was re-named Fort Pitt, and the log settlement became known as Pittsburgh. Today it is the world's greatest steel center.

"The Steel City" ranks sixth in value added by manufacture. It is a great center of research in natural sciences and home of many huge industrial firms. Pittsburghers pioneered in radio during 1920 with the world's first broadcasting station, KDKA. They passed the first successful smoke-abatement ordinance. Steel and aluminum fabrication is significant as are electrical manufacturing and banking. This is the center of a rich area of natural resources; coal, petroleum, natural gas and stone quarrying. The rebuilding of "The Golden Triangle" where the Allegheny and Monongahela Rivers meet to form the Ohio was a pioneer successful urban renewal project. There is water transport to the Gulf of Mexico via the Ohio and Mississippi plus six major railroads, eight airlines, 17 interstate bus lines and more than 150 truck freight lines. Much truck traffic travels the famed Pennsylvania Turnpike. Trucking and warehousing needs of the area are served by the approximately 38,600 Teamsters in the 26 local unions constituting Joint Council 40.

The Colossus of Western Pennsylvania has many educational and cultural institutions with considerable endowment by past philanthropic magnates. Here are the University of Pittsburgh, Carnegie Institute, and Duquesne University. Nineteen parks are widely distributed on the rolling topography and the nearby countryside offers a variety of outdoor recreations.

The International Teamster salutes this stalwart city where, from the Homestead strike until today, Labor has constantly been a dominant force.

**America's Cities**—No. 17 in a Series





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# THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

Volume 58, No. 8

August, 1961

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## A Pledge Renewed

*The message which regularly appears on this page is taken this month from the acceptance speech of President Hoffa after his election by the 18th convention. In it, he renews a pledge made almost four years earlier and talks about some of the human elements involved when a union and its leaders are under constant attack.*

Delegates, one and all, we have toiled for one long week here in this room, debating, discussing, voting for a Constitution for this International Union, to be sure that the democratic principles which we stand for will be protected, to be sure that the unscrupulous persons, those who unceasingly work to destroy our organization, to undermine our organization, will no longer be in a position to twist and turn and read into the record something that was never intended there.

During this discussion, many times our patience has been tried; many opinions, while not expressed on the floor, have been expressed in the hallways, the lobbies, around Internationals and in caucuses. I say to you as a Teamster, this is what makes us healthy, strong and able to withstand those who do not understand honest criticism from honest men, and that is what, after all, has made America and created the Revolutionary War.

From that time to this, American labor has struggled, moved ahead, moved back, moved ahead five times in a cycle. Unfortunately, delegates sitting here and members back home, this cycle is again turning, turning adversely for the workers of the United States who are losing their constitutional guarantees, losing the right of free assembly, losing the right of majority vote, losing the right, if you please, of all of the principles that we preach in the world that are the principles the world should follow.

So I say the action taken here today has been free, open, democratic; and those expressing their views for or against, without fear of reprisals, have solidified this Union.

Now that you have elected me as your General President, I stand here, as I did almost four years ago, and I make the same unqualified pledge I made then—I make it now—I will use my energy, whatever brains I may possess, whatever organizing ability I may possess in the choice of those whom I select to surround myself, for the protection of the men in the field. I know that mistakes will be made because we are all human beings, but there will be a minimum of mistakes, and those that will be made will not be from the heart.

I can stand here and tell you and promise you a lot of things, but I believe that a man must stand on his record rather than what he will promise to do. So I stand on my record, recognizing that this is your International Union and that I serve you.



The only thing that I ask in return is that you recognize your obligations, and recognize your responsibility when called upon for that responsibility; that I receive your wholehearted support so that we will be able to show the world, while the house of labor may be divided, ours is not the wing that is crumbling and falling apart.

So I say to our enemies and I say to our employers, while we will endeavor to be fair, while we will always be honest, we will reserve the right to get for our members the highest standard of living, the best conditions of any labor union in the world, regardless of those who would oppose us, whether they be of the press, whether they be in Congress, whether they be a coalition of employers, or a coalition of unions, because by doing this we will have accepted and proven to the world that sticks and stones may break our bones, but words are only yesterday's whisper.

I want to say to you that the last four years have been no picnic and it will continue on. Nobody is nervous about it. However, I say to the wives of the Teamsters who are here today, to the wives of the Teamsters who are home, both officers and members, that my wife was at the last Convention; my wife is at this Convention, as well as my daughter. I know the toll that it is taking, the constant harassment, yes, even the subpoenas are not beyond those who will try to wear down the health of those close to you when they find that they cannot wear you down.

So I pay tribute to my wife here in front of the delegates to this Convention. She has stood fast, has had long weary nights, many times wondering what would happen to her and the children, never complaining. And I pay tribute to my son and my daughter. While the headlines and the TV were at their worst, they continued on with their education, living each day as a new day, their heads high, satisfied that their old man was doing what he thought was right.

My daughter finished college. She is teaching English, History and French. It is the first single generation of either a Hoffa or Poszywak, my wife's family, on her mother's, her father's, my mother's, and my father's side to have had an opportunity to complete college.

I am happy to say that my son was named an all-star for the entire State of Michigan, while the trouble was at its height, on his own glory, not on his old man's. And I am happy to say that he is now in college. Much to my surprise, he is going to be a lawyer. I guess he has been reading the fees that John English has been talking about.

So I say that it is a great American institution that permits men like myself from a warehouse to here, my wife from a laundry to where she stands here today, to be able to say to you, thanks, we will see you around whenever you meet us, and be of service whenever you need us. Thanks from the bottom of our hearts.





## The Membership Speaks

# Convention Re-elects Officers,

**GENERAL PRESIDENT** James R. Hoffa was returned to office by acclamation last month as 1,875 delegates—each elected by secret ballot by fellow members in their local unions

—met in Miami Beach for the 18th Convention of the International Brotherhood of Teamsters.

General Secretary-Treasurer John F. English and each of the 13 Inter-

national Vice Presidents and Trustees were also returned to office by acclamation.

Hoffa's election by acclamation came after his lone opponent for the office, Milton J. Liss, withdrew when the roll call vote had reached approximately the half-way mark. Liss received some 15 votes.

Liss, who is president of Teamsters Local 478 in Newark, N. J., told the convention in withdrawing: "I want to say that these men (the delegates) represent the 1,700,000 members of our great International Union, and I now really believe that they speak for each and every one of those they represent. There can be no doubt in the mind of anyone that these people, members of our International Union, are behind General President Hoffa.

### 'One of Greatest'

"... There is no question here that the Convention almost unanimously, if not unanimously, states that General President Hoffa is one of the greatest general presidents we have ever had. There can be no question of that."



Teamster President Hoffa, in his Presidential acceptance speech, told delegates the press could say anything, just so long as Teamster members knew he was doing his job representing them.





## Acts on Constitution

Delegates to the convention earlier had shouted unanimous approval of a resolution which rejected the corruption charges of the past four years against the union and its officers and branded them as phony attempts to destroy the International Union (see story on page 7).

Two days and a night session were spent on revising the union's constitution. After considering 218 changes, including a lengthy discussion from the floor on the subject of an increase in dues and per capita payments to the International (see page 23), the convention approved the new constitution with only five dissenting votes.

### Nominated by English

Hoffa was nominated for the presidency by Secretary English, who declared: "This is the greatest organization in the country, and among the great there is no one greater in this world, in my estimation, than this man Hoffa, the greatest of the great.

"These have been four years of the most trying times for our International Union," English said. "For over

50 years, we built this organization up to where we thought we had it going pretty good. But because some people, through jealousy or reasons better known to themselves, thought we were

getting too big, they wanted to step in and run our business.

"At the hour we needed somebody to step in and take the job over, we picked a man by the name of Hoffa. If ever in the history of our organization we did right, it was then."

Hoffa's nomination was seconded by International Vice President Harold J. Gibbons and by Robert Holmes, secretary-treasurer of Teamsters Local 337 in Detroit.

### Ability, Courage Cited

Gibbons told the delegates that Hoffa "brings to the job of the President an ability second to none to analyze the problems of our Union and of our membership and come up with those kinds of solutions which have strengthened our union, which have won our fights, and which have made it possible for us to be here today. . . .

"I have watched during this period a display of the kind of courage that I have never seen before, courage not only to fight back against our enemies and our detractors, but courage to see to it that, be it on the legal front or elsewhere, all of the issues and principles were stood for. . . ."

Holmes, an associate of Hoffa's since his earliest days in the union, told the delegates that "I have known Jimmy a lot longer than a lot of people in this hall. I have known him since he was a boy. I watched him grow into a man. I watched him grow into a statesman, and I watched him grow into the greatest labor leader in this world today."

Liss was nominated by James T. Luken, president of Teamsters Local



General Secretary-Treasurer English, in accepting his nomination, called the International Brotherhood of Teamsters "the greatest labor union in the history of the world."



98 in Cincinnati, Ohio, and seconded by Joseph McConnon of Local 478 in Newark.

Luken told the delegates that Liss "would bring to this union the highest reputation of service to its members."

Prior to the balloting, Hoffa told the delegates: "Let it be a democratic, free, open election . . . Let those who desire to run, run without castigation. Let all of us stand on our records."

#### Flynn Nominates English

English's nomination for General Secretary-Treasurer was placed before the convention by International Vice President Thomas E. Flynn, director of the Eastern Conference.

Flynn told the delegates that "through all these years, English has never failed to carry out any assignment which would increase the economic security, the working conditions, and the standard of living of Teamster members for whom he has worked. . . .

"Here is a man with the heart of a lion. . . . He refused to have the Teamsters used as a scapegoat by so-called labor leaders who hoped to gain legislative favors by throwing us to the wolves. . . . He has the wisdom gained from over 50 years as a Teamster official, to continue providing the kind of bold, dynamic and realistic leadership that makes the Teamsters the number one union in America."

English's nomination was seconded by Joseph Trerotola of Local 607 in New York City, and Ray Schoessling of Local 744 in Chicago.

Following his election by acclamation, English went before the delegates to say:

"Words cannot express my thoughts of appreciation for all that has been done for me in the Teamsters movement. I joined this organization at a very early age and I knew then that an individual in life couldn't get anywhere unless we all stuck together.

#### Met in Ball Parks

"I remember when times were tough and we had very little to work on and we had to meet in ball parks and different buildings when we could get in for a buck or a buck and a half. Nevertheless, I am tickled to death to be here today after over 50 years as an officer, pretty close to 57 years as a member of the Union.

"I have said many, many times: this is the greatest organization in the country, and if I had my life to live all over again, I would do as I did."

## Liss Denounces Press Distortions

*The following statement was made by delegate Milton Liss as he withdrew candidacy for general president.*

General President Hoffa, members of the General Executive Board, brother delegates, members of the press, TV media, guests, alternates, and members of this great International Union: First of all, I would like to thank the man who nominated me for the great honor of being the General President of our International Union, and the man who seconded it. I would like to thank those of you people who voted for me. I am grateful.

I would like to make this statement for the benefit of the press, our government, and anyone else who has any doubt in their mind that the delegates to this Convention, who are the supreme governing authority of this International Union, are not behind our General President, James R. Hoffa, 100 per cent. I want to say that I have been asked many questions by the press and by others since I have been down here inquiring as to whether or not I have received bad treatment, and so forth. The facts are that there was a protest lodged against our delegation from Local 478 being seated here at this Convention. When we arrived here we were advised that the protest had been removed. I may be wrong, but I understand that it was the opinion of the General President that there should be no protest. Had he so chosen, and had the Credentials Committee so chosen, there was a great possibility that we would not have been seated, and Mr. Hoffa, our General President, would not have had opposition.

I want to say further that these men represent the 1,700,000 members of our great International Union, and I now really believe that they speak for each and every one of those they represent. There can be no doubt in the mind of anyone that these people, members of our International Union, are behind General President Hoffa.

I just want another half minute to say that a time like this is when people need their friends and a time when people show their appreciation for the good that has been done for them. There is no question here that the Convention almost unanimously, if not unanimously, states that General President Hoffa is one of the greatest General Presidents we have ever had. There can be no question of that.

In conclusion, I want to say that on the TV last night there was a misrepresentation. I think it was very unfair. They depicted me as coming to the mike to speak, and the statement was made by someone who was showing the film over the air that Milton J. Liss, who was opposing Hoffa, attempted to make a statement, or words to that effect, and that one of the delegates arose and requested General President James R. Hoffa to make Milton Liss take his seat. The next portion of that film showed my back and me taking my seat.

For the record I want to state—and I think that the TV media should make a public announcement, because this was a very unfair thing to do—that when the brother member requested that I be made to take my seat that General President James R. Hoffa stated words to the effect that I had my rights here as a delegate, regardless of my position, and that I be permitted to speak and I should continue to speak, which I did.

Now, things such as this leave a false impression with a lot of people. I think it is very unfair. I think we have all made mistakes, and I think the greatest mistake Mr. Hoffa has made is being over-loyal to some of his friends who took advantage of him.

I want to say thanks to you for being patient with me. I want to say I think this will be my last Convention. If I have caused you any inconvenience, I apologize.



## Delegates Reject Charges

# Officers' Actions Get Vote of Approval

**DELEGATES** to the 18th Convention voted unanimously to reject corruption charges made against the International Union and its officers during the past four years and to give "wholehearted ratification and approbation of all the activities and conduct of the General President and other officers and employees of this International Union during their service as officers or employees."

In a resolution presented on the floor of the convention and passed without a dissenting vote, the delegates declared that the "charges and accusations were generally designed to embarrass and harass this International Union and its officers and to affect the removal of such officers from office and union membership in violation of the IBT Constitution."

"Under the law and our International Constitution, we are the judges of the conduct of these officers while in the service of the International Union," the delegates asserted.

They said that "the delegates assembled at this convention believe that the General President and other officers of this International Union during their term of office have served the membership with a high degree of devotion to duty, with forthright and responsible leadership, and with integrity, loyalty and dedication to the improvement of the general welfare of the membership."

The resolution stated in full:

"WHEREAS, since the last convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America assembled in Miami Beach, Florida, in September of 1957 there have been numerous investigations, hearings, inquiries and court proceedings involving and pertaining to the officers of this International Union, and;

"WHEREAS, such investigations, hearings, inquiries and court proceedings have been concerned with the activities and conduct of some of the aforesaid officers both before and after they assumed their respective offices, and;

"WHEREAS, as a result of the aforesaid investigations, hearings, in-



Delegates demonstrate approval.

quiries and court proceedings, numerous charges and accusations have been made in the legislative, executive and judicial branches of the government against some of the aforesaid officers of the International Union, and;

"WHEREAS, in addition to the aforesaid charges and accusations which have been made by agencies of the government there have been numerous charges and accusations made by and in newspapers, magazines and periodicals of general circulation in the United States and elsewhere, and;

"WHEREAS, specifically, the Senate Select Committee on Improper Activities in the Labor-Management Field has summoned numerous witnesses and taken testimony and has made accusations that some of the officers of this International Union had committed acts of malfeasance, misfeasance and nonfeasance in office, both orally and in writing and individually and collectively, and;

"WHEREAS, specifically, in the case of Cunningham v. English in the United States District Court for the District of Columbia numerous charges and accusations were made and filed with the Board of Monitors

by the plaintiffs and their counsel against various officers of the International Union and numerous charges and accusations were made by the Board of Monitors against the aforesaid officers of the International Union, and;

"WHEREAS, specifically, the charge was made by the Board of Monitors against the General President of the International Union that he was guilty of actions of malfeasance, misfeasance and nonfeasance before and after he became General President with reference to the Sun Valley Land transactions in Orlando, Florida, and with respect to certain bank transactions with the Florida National Bank at Orlando, Florida, the Fidelity Trust Company, Indianapolis, Indiana, and the Commercial State Bank and Trust Company, New York City, New York, and;

"WHEREAS, specifically, an indictment was returned against the General President of this International Union by a federal grand jury sitting in Orlando, Florida, involving the aforesaid Sun Valley transaction, which case is still pending, and; [Editors Note: Since dismissed]

"WHEREAS, specifically, charges



## CONVENTION

and accusations have been made by the aforesaid Senate Select Committee and the Board of Monitors, among others, that the General President was guilty of malfeasance, misfeasance and nonfeasance because he refused to remove certain officers and employees of the International Union and its subordinate bodies from their respective offices and employment without due process of law and on unproven charges in violation of their rights as members of the International Union, and;

"WHEREAS, specifically, charges and accusations were made by the Board of Monitors and the aforesaid Senate Select Committee against officers of this International Union involving the employment of one Embrel Davison by the Michigan Conference Health and Welfare Fund and,

"WHEREAS, specifically, the General President was indicted by a federal grand jury in the Southern District of New York for alleged violation of the wire-tapping statute and he was thereafter acquitted by the jury at trial, and;

"WHEREAS, accusatory implications have been made that some of

the officers of this International Union conspired to obstruct the orderly process of the investigation by the aforesaid Senate Select Committee by the destruction and mutilation of telephone records, and;

"WHEREAS, large expenditures for legal, investigative and accounting services were incurred by the International Union and some of its subordinate bodies as a result of some of these inquiries, investigations, hearings and trials since the last convention, and;

"WHEREAS, the delegates assembled at this Convention are aware of all of the aforesaid facts as a result of reading and hearing about them in regular news media, and as a result of the information given to the membership through the regular periodicals and news letters of the International Union and through discussions at meetings of the membership within the various subordinate bodies of the International Union, and;

"WHEREAS, being aware of all the foregoing, the delegates assembled at this convention nevertheless believe that the General President and other officers of this International Union

during their term of office have served the membership with a high degree of devotion to duty with forthright and responsible leadership and with integrity, loyalty and dedication to the improvement of the general welfare of the membership, and;

"WHEREAS, the delegates assembled at this convention believe that the aforesaid investigations, inquiries, hearings, charges and accusations were generally designed to embarrass and harass this International Union and its officers and to effect the removal of such officers from office and union membership in violation of the IBT Constitution, and;

"WHEREAS, under the law and our International Constitution we are the judges of the conduct of these officers while in the service of the International Union;

"NOW, THEREFORE, BE IT RESOLVED, that this Convention go on record as giving its wholehearted ratification and approbation of all of the activities and conduct of the General President and other officers and employees of this International Union during their service as officers or employees of this International Union."



President Hoffa, Secretary-Treasurer English, and Teamster Vice Presidents and Trustees are administered their oath of office by Larry Steinberg, personal representative of the General President.





## Keynote Brings Cheers

# Hoffa Promises Vigorous Program

AMERICA "has failed miserably to take care of those who cannot take care of themselves," President James R. Hoffa told 1,875 cheering delegates in his keynote speech to the 18th Convention in Miami Beach July 3-7.

To help meet the problem, Hoffa declared, the Teamsters Union will "get out into the street and form precinct, block-by-block political action machines that will give a true expression to the needs and the feelings of the American workers."

He told the delegates that in the next five years, the Teamsters would:

- 1) Have legislative machinery second to none, anywhere in the United States, to represent the interests of our members in the halls of Congress.
- 2) Devise means of negotiating where we will not destroy and disrupt picket lines of our sister and brother local unions, whether they are part of the Teamsters or not.
- 3) Find the reasons and the where-with to move into the South, and move into the rural territories of every state, to organize the jurisdiction that runs into the large metropolitan areas, destroying the contract gains of organized members.

Among the highlights of his keynote address, Hoffa declared:

"Looking back over the period of time (since our last Convention), I

realize more than I can express the long days and eerie nights of the McClellan hearings, when into your homes was beamed the worst types of distortion, to create in your minds uneasiness, to create in your minds doubts as to whether or not this International Union was being led and directed by individuals who have the members' interests at heart. . . .

"Because (men) belonged to this union, they were intimidated by questions, intimidated by subpoenas. Their wives were harassed. Many individuals were at a loss to understand what was happening. But, having faith in this International Union, having a clear conscience and a clean heart, they believed that if they held fast, we would be able to come out of this trouble stronger and greater than ever."

\* \* \*

"When you look at this vast array of reporters here, all media of communication, you may believe that they are here for your benefit; you may believe that they are here to give out to the American public the answer to the big lie; but I say to you that out of this Convention they will take distorted pictures; out of this Convention, in thousands and thousands of pictures and thousands and thousands of words that they will print, they will take out and delete all that is

good, all that is American, all that is democratic.

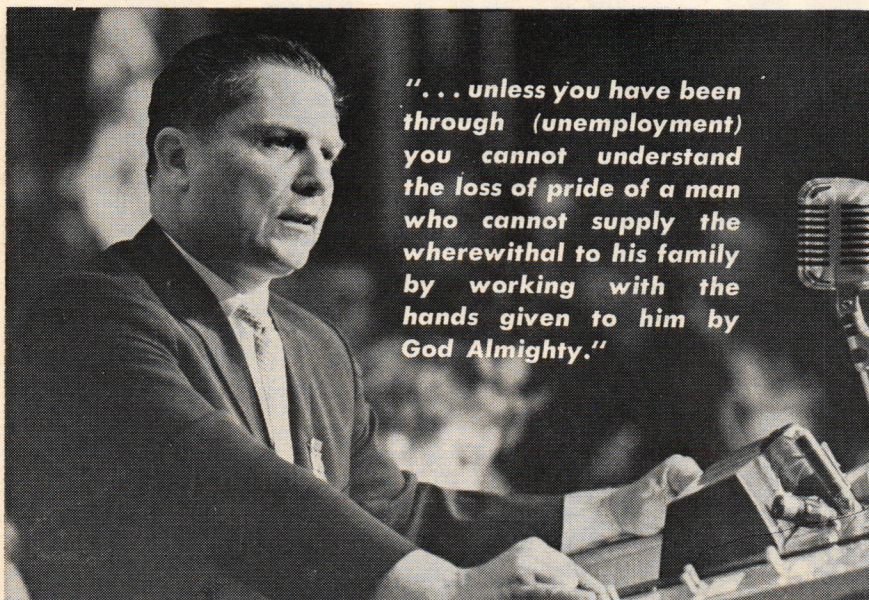
"You will find that as they run true to form, they will perform for their bosses, the advertisers of America. You will find that they will perform for those who would tell you that \$1.25 is a living wage three years from now. They will tell you that the 32,000,000 American workers that are working for \$40 or less are the best-housed, the best-clothed workers in the world. They will tell you through their Madison Avenue, gray-suit boys that we are lucky, that we never had it so good. They will tell you that all the world has its eyes on the American workers and that the world is raising its principles and its standard of living to ours.

"At the same time, they are saying to themselves and to the Boards of Directors in their own private communications: 'How can we pass restrictive legislation to beat down those unions? How can we pass restrictive legislation to take away their area-wide bargaining, to take away company-wide bargaining, to take away, if you please, bargaining with more than one employer or one industry at a time?' "

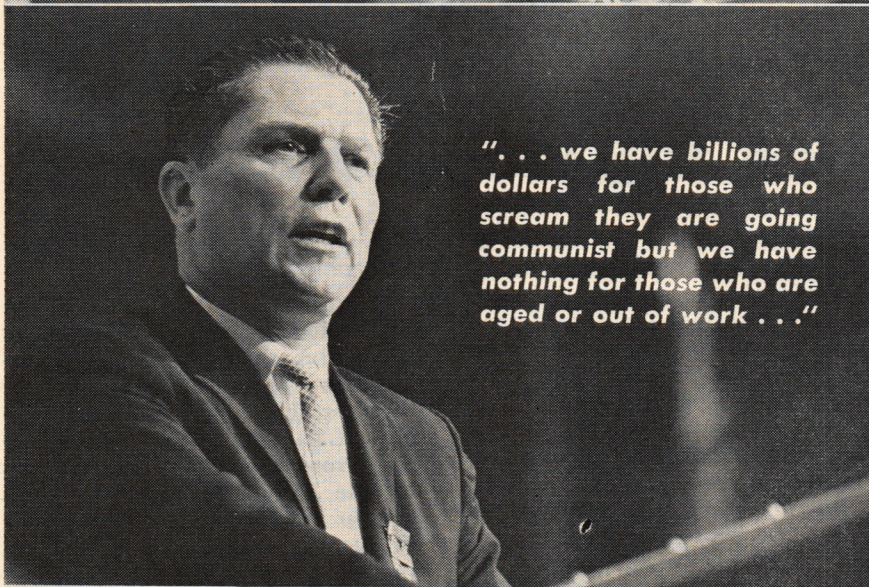
\* \* \*

"All of this is poured out in reams

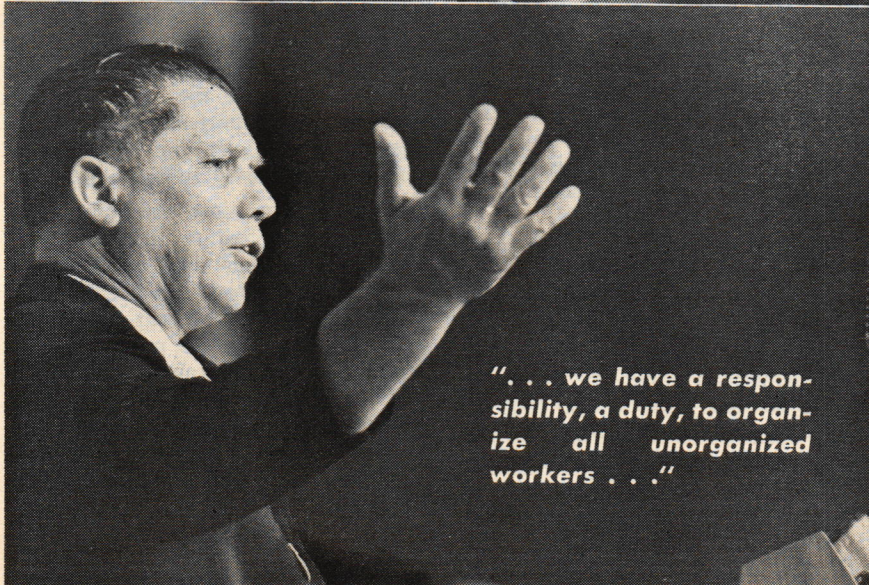




**"... unless you have been through (unemployment) you cannot understand the loss of pride of a man who cannot supply the wherewithal to his family by working with the hands given to him by God Almighty."**



**"... we have billions of dollars for those who scream they are going communist but we have nothing for those who are aged or out of work ..."**



**"... we have a responsibility, a duty, to organize all unorganized workers ..."**

and reams, day in and day out, 365 days a year.

"When you go into the halls of Congress and talk to those who would have you believe that they represent the American people, you will find that they have lost any conception of what it takes to raise a family decently, and to send their children to school or college.

"Yes, you will have them tell you that, while they recognize that automation is a danger to the American worker, still we must allow for automation without any consideration of human beings or their feelings, in order to be able to compete in the world markets.

"On the other hand, they pass lower and lower tariffs so that they can flood into this country millions and millions of dollars worth of merchandise, setting aside the workers of America. . . .

\* \* \*

**"Less than two per cent of the congressmen and senators in the United States Congress realize the fact that we are on the threshold of an uprising of the American people, who understand by the medium of the TV and the printed word that we have billions and billions of dollars for those who scream they are going communist, but we have nothing for those who are aged or out of work except the dole."**

\* \* \*

"My experience in Washington in the past three and a half years has given me a better insight than my 31 years of being an organizer, an officer of my union, because never before did I understand, as I do today, the need for political action, the need to get out into the street and form precinct block-by-block political action machines that will give a true expression to the needs and the feeling of the American workers."

\* \* \*

"Yes, in America, the greatest bulwark of democracy, we have witnessed statement after statement: 'Why are you excited that there are only 8,000,000 unemployed? It isn't serious until it reaches 10,000,000. Why are you concerned with 65 years of age not being the right retirement age? Why are you concerned about hospitalization? Why don't they save enough to take care of themselves?'

"All of these are the stock remarks from the pot-bellied, slick individuals who represent the employers in Congress.



"Yes, too long has labor been silenced. Too long have (labor leaders) been intimidated, coerced. Too long have they been away from the bargaining table, or meetings of rank and file workers, to understand that we have a serious problem facing us, just as serious as a war—the problem of automation—when \$10,000,000 worth of plant can be built in New Jersey, and only seven workers employed to operate that ten million dollar plant. You then begin to understand the problems of the worker.

"Too long has this existed—when men of 40 years of age are too old to work but too young to retire; too long have we had the stock answer that all of this will take care of itself. Too long has it been preached in Congress that a 32-hour week will destroy the American worker, because he won't know what to do with his free time. But nobody told him that the unemployed worker, day in and day out, has 24 hours, seven days a week, and he doesn't know what to do with his time."

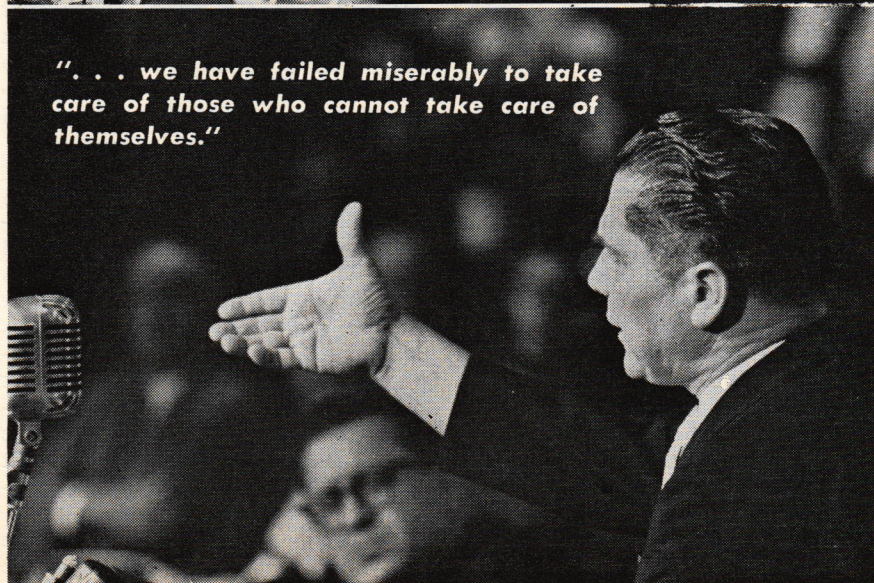
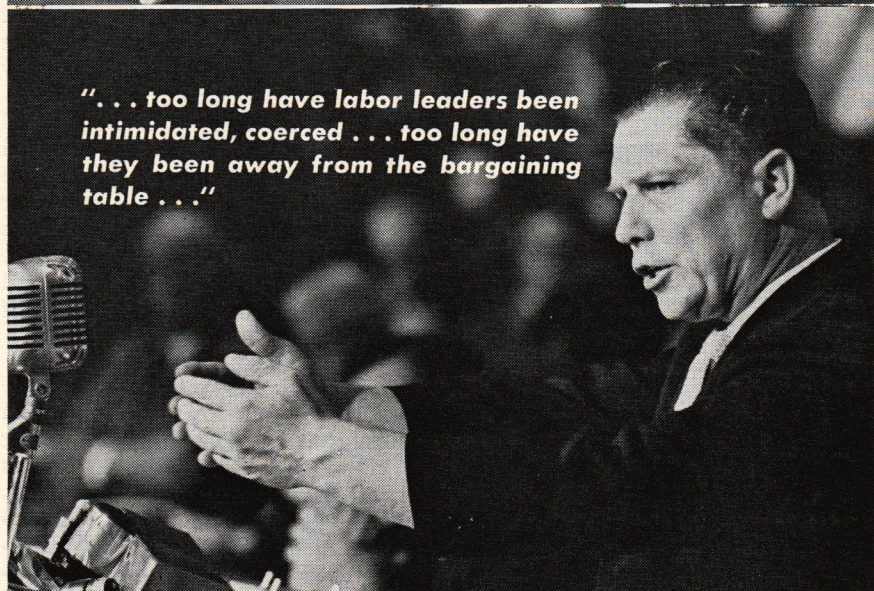
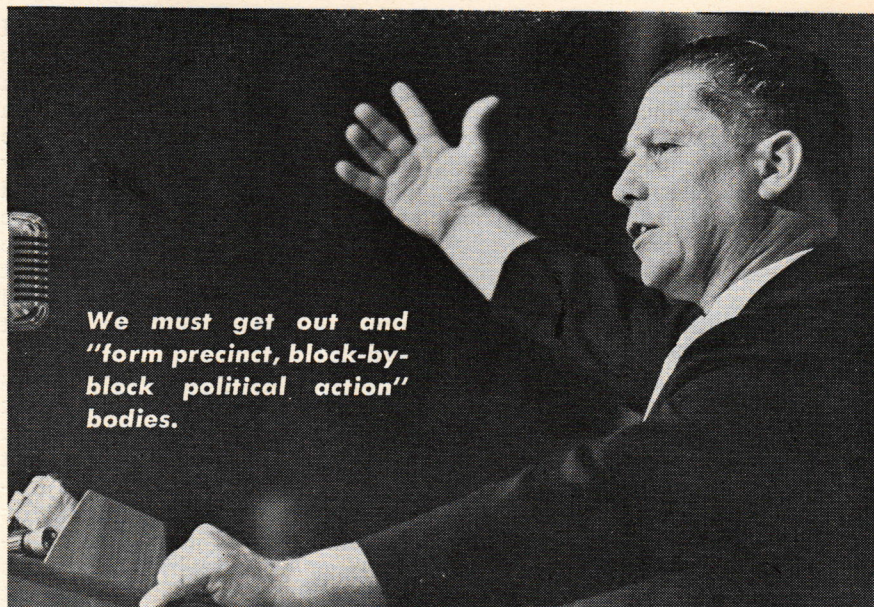
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"Many times, visiting around these United States, I take time out to go to the Unemployment Commissions and talk to the workers in lines waiting for their checks, to try to find out how they live, what they do, and why they can't find a job.

"What happens to a worker when he loses his job and draws unemployment compensation? Well, the first thing that happens when he goes home and tells his wife and his children the sad news, they immediately cut back 75 per cent of their standard of living and then they reshuffle the budget, realizing the home they have over their heads has 20 years of payments, realizing that the furniture in that home and the automobile and the TV set still have payments to go. They receive top priority, realizing also that they must have some substance, some food, some clothing.

"They reallocate the balance that is left, and change what we all believe to be the American standard of living—steaks, meats, vegetables, and a little dessert—changing their diets from one that we like to call the American standard of living to what you might call a concentration-camp standard of living, barely existing on the little money that is left.

"And as the husband wearily treads the road, seeking to find a job in his own craft, and as the weeks dwindle by and he finds out that he is arriving





at the end of the unemployment check, they again reassemble and again readjust the budget. By then they fail to pay the insurance, miss one or two payments on the home, and give back the automobile, the refrigerator and the TV.

**"Then he decides he no longer can seek a job in his craft and must be willing to take anything that can give him a living. And so he seeks out any sort of employment. But he finds that before him, there have been thousands and thousands who have gone through the same experience, and they have already taken those jobs. He wearily trudges home and tells his wife that he cannot find a job."**

**"Unless you have been through it and unless you have talked to workers who tell you this sad tale, you will not understand the loss of pride of a man who cannot supply the wherewithal to his family by working with the hands given to him by God Almighty."**

"All of this, my friends, is happening in America, happening in a period of the greatest productivity, the greatest period of the building of industrial and commercial buildings in our history; all of this when we have the highest single budget in the history of the world and all of this when we are taking care of all of the unemployed and downtrodden all over the world.

**"Yet we forget that we, the Americans who were born here, who have a right to believe that the Constitution applies to us, have a right to believe that if we are willing to work and unable to do so because of automation, then it is up to the city, county and the state to take care of us in a standard that is required as an American, to live with our heads high and a democracy greater than any one in the world. This is our problem."**

\* \* \*

**"Yes, as this International Union negotiates contracts, we find that the newspapers are crying loud and long that Hoffa is getting revenge on the bosses. Yes, if you will read the Chicago Tribune, you will find that the bleeding hearts of the newspapers for the employers are saying that Hoffa is getting revenge on McClellan because McClellan said that Hoffa sold out the worker and is now setting out to disprove it. I say I stand here and look you in the eye, each and every one of you, and say I have never sold out a worker in my life, never."**

**"I stand here to say to you that**

while not the first, nor the last, I have been negotiating agreements where we have increased the pension to where men can now retire with dignity at \$200 per month at the age of 60. We must recognize that every single time we include a health and welfare clause in our contract, we are preparing and perpetuating the lives of individuals for retirement at an age where they can yet enjoy and know what it is to travel without charity.

**"This I say to you, my friends, this is why you sitting here today can pick up the newspaper as I did at noon and find a smart-alecky story that Hoffa is in the saddle, that Hoffa controls the convention and Hoffa this and that. I say to you that the understanding of the American people as to what is happening in this great democratic convention is such that housewives and businessmen meeting in the lobby come over and say, 'Pay no attention. Carry on the fight.'"**

**"When you talk to them, you find that they are retired and have moved down into the land of sunshine, and now have time to look back over their lives, and you realize that with all the sweat, blood and toil they have put in, all of us have one destiny only, and that is to get old prior to dying, if we are lucky."**

\* \* \*

**"This is where we are today, so we must look ahead. We must look ahead to where we no longer can be willing to accept the International Teamsters as representing trucks, warehouses, bakeries, construction, milk, and so on. Rather the failure of the AFL-CIO to organize the unorganized individuals in America has now brought us to the position where we have a responsibility, a duty, to be able to protect those whom we have organized, and to organize all unorganized workers, regardless of jurisdiction."**

\* \* \*

**"Yes, looking down the long road, we must put aside our petty misunderstandings, our petty jealousies, and put aside our belief, as some delegates at this convention would say, that they thought they enjoyed an autonomous local union. Well, I say to those delegates sitting here today who cry about autonomy, the United States government took it away from you by the Landrum-Griffin Bill, and it was not Jimmy Hoffa and not this Constitution."**

**"Yes, more and more we hear those individuals who are espousing the**

employers' line: 'This is the time to protest. This is the time to rise up and shout "democracy"'.  
**"I wonder where they have been. I wonder as we look back 15 long years prior to Landrum-Griffin, and prior to some of the Court decisions—if we had had the foresight to organize conferences, councils, and have coordinated contracts, would there be a single non-union worker anywhere in the United States?"**

**"If we had the right of coordinated economic action between local unions and between International Unions and workers, and if we had the foresight to send out the organizers which we have today to knock on the doors of the members in the South, I wonder would the northern plants be funneling down in here because they can reduce wages by \$1.00 and \$2.00 an hour."**

**"I wonder if we would have had the foresight to have pension and welfare, wouldn't we have thousands of our members already retired and thus had a place for young men coming out of schools and colleges for jobs, rather than finding that today, 19 per cent of the unemployment in America consists of boys and girls ranging from 16 to 21 years of age."**

\* \* \*

**"Yes, we worry about automation. And yet we find that there are 3,300,000 boys and girls leaving before they complete high school. We find that there are 2,200,000 who never even enter high school."**

**"I say to you, the press sitting right here, you can make that your headline and byline in your editorials tonight. Because a boy or girl without an education, without at least a high school diploma, need not knock on the doors of an employer, because he will never receive an application to fill out an employment blank unless he wants to become a dishwasher or street sweeper."**

\* \* \*

**"We sit idly by and allow 5,000,000 people a year to be displaced by automation, and have those coming out of schools not equipped to meet today's market, and we find that we have failed miserably to take care of those who cannot take care of themselves."**

**"This is our problem, fellows, and not the fact that racketeers, hoodlums, and others are around who supposedly give McClellan nightmares in the middle of his sleep."**



## New Board Has First Meeting

The 13 Vice Presidents who, with President Hoffa and Secretary English, comprise the union's General Executive Board, were returned to office unanimously at the 18th Convention.

Also re-elected were the three International Trustees.

Renamed to the Board were: John T. O'Brien of Chicago, first vice president; Joseph J. Diviny of San Francisco, second; Einar Mohn of San Francisco, third; Harry Tevis of Pittsburgh, fourth; John O'Rourke of New York, fifth; Thomas E. Flynn of Washington, sixth; Gordon R. Conklin of St. Paul, seventh; John B. Backhus of Philadelphia, eighth; George Mock of Sacramento, ninth; Murray W. Miller of Dallas, tenth; Harold J. Gibbons of St. Louis, eleventh; Anthony Provenzano of Union City, N. J., twelfth; and Frank Fitzsimmons of Detroit, thirteenth.

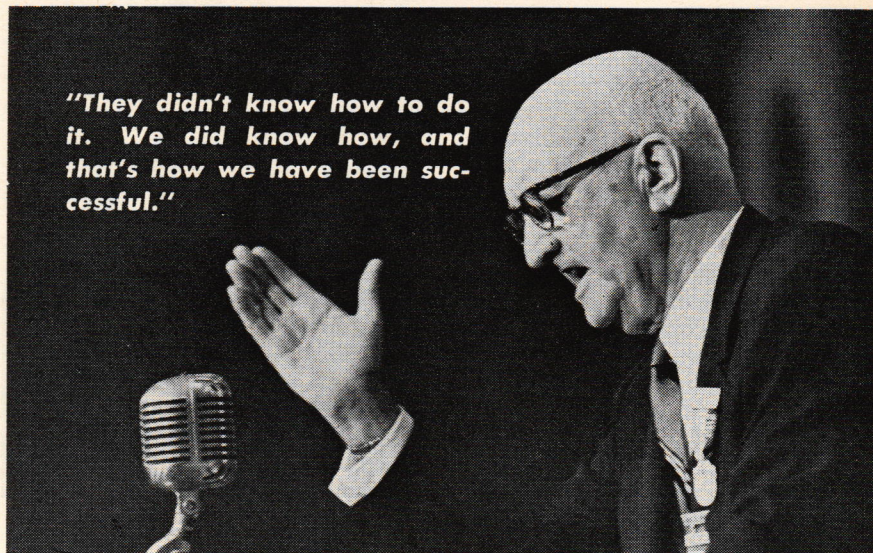
Re-elected to the posts of trustee were John Rohrich of Cleveland, Ray Cohen of Philadelphia, and Frank Matula of Los Angeles.

The Board held the first meeting of its new term of office on July 7, immediately following the adjournment of the Convention.

President Hoffa appointed International Directors for each of the four area conferences as provided in the newly-adopted constitution. Named were Thomas E. Flynn, Eastern Conference; James R. Hoffa, Central Conference; Murray W. Miller, Southern Conference; and Einar Mohn, Western Conference, all of whom served previously as chairman of their respective conferences. John T. O'Brien was named to serve as President Hoffa's executive assistant in the Central Conference.

Other reappointments made by President Hoffa were that of Harold J. Gibbons as executive assistant to the General President, and Lawrence N. Steinberg as personal representative to President Hoffa.

## English Chides So-Called 'Friends', Says We Succeeded, They've Failed



General Secretary-Treasurer John F. English in his keynote address to the 18th Convention took a crack at so-called "friends" who "when we got in trouble were the first ones to take another punch at us."

### Should Have Been Friends

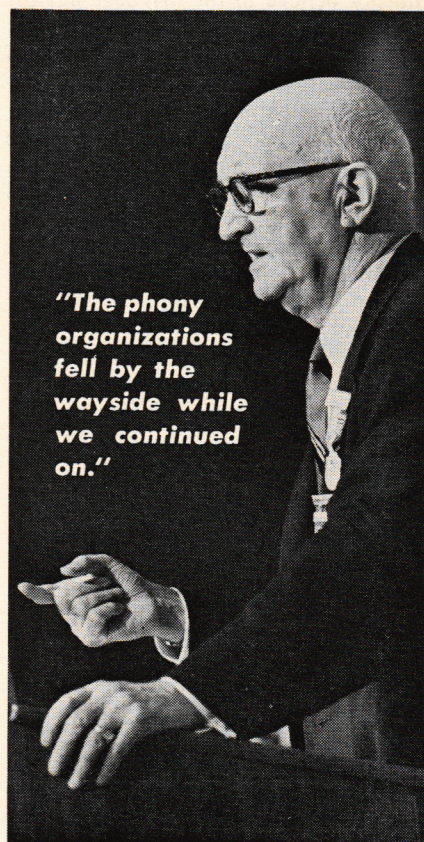
He described other unions in the AFL-CIO, "people who should have been our friends, people whom we did everything for, even gave them members when we didn't have to, lent them money, paid their bills."

But, he said, "when our backs were up against the wall and when we were bleeding," they were quick to jump on the bandwagon of our enemies.

### Served Over 50 Years

English told the convention that "we have serviced the membership for over 50 years. Long before I was an officer, we served them. When we said, 'this is what a man should get,' we saw to it that he was able to get it. We were no phony organization. The phony organizations fell by the wayside while we continued on. We didn't sit down and wait for any expectations. We went out and grabbed the expectation while they were going around the mulberry bush. They didn't know how to do it. We did know how, and that's how we have been successful."

Those who jumped on the bandwagon against the Teamsters "now are



Secretary-Treasurer English

all coming around to us trying to tell us what good fellows we are," English declared. "But they were with George Meany. Meany snapped the whip and they jumped."



# Fight for Rights, Urges Williams

**"YOU MORE THAN** any other group in our time have felt the impact of the concept of guilt by accusation."

With these words, IBT general counsel Edward Bennett Williams of Washington, D. C., keynoted a major address on civil liberties before the 18th Convention.

The nationally-renowned attorney told the delegates of a recent poll among students in "one of our great universities" involving the American Bill of Rights.

"To the chagrin and amazement of the professors, a majority of (these students) indicated that they did not believe in the peaceable right of assembly for all Americans. They did not believe in the right of every accused to confront his accuser and subject him to cross examination. They did not believe in the privilege against self-incrimination, nor in the principle of double jeopardy (that rule that says no man may twice be tried for the same crime). . . .

"It would take an analysis far more profound than any of which I am capable to find out why the fires once blazing for freedom in the minds and hearts of American youths have been so carefully banked. But one thing is sure. The time has come to give these fires a new incandescence. . . .

"I wonder if the attitude of these students does not reflect a national mood schooled to the concept of guilt by accusation as a substitute for the safeguards of the Bill of Rights. I thought I should talk to you about this, because you more than any other group in our time have felt the impact of the concept of guilt by accusation. More than any other group, any other organization, any institution in our times, you have been the victims of the 'code of guilt by accusation.'

"For four years, scores of accusations were leveled against this International Union and its officers in the caucus room of the United States Senate. Over 20,000 pages of testimony were taken, filling 59 volumes. Hundreds of thousands of dollars were spent investigating every facet, every nook of this International Union and its officers. Throughout it, the 'code of guilt by accusation' was substituted for the Bill of Rights. . . .

"A basic principle (was) too often



**Edward Bennett Williams**  
Teamster General Counsel

overlooked, the most important part of the Fifth Amendment, which says that no man may be charged with any criminal offense except upon presentment of indictment by a grand jury. . . .

"The victims (of the Senate hearings) were often accused by rumor and hearsay. There was no specification of charges before a witness was called. There was no right to cross examine. There was no right to call witnesses in one's defense and there were no rules of evidence. Rumor, hearsay and innuendo were substituted for relevancy, competency and materiality.

"The victims were accused often by rumor and hearsay. If they admitted the accusation, they faced conviction. If they denied it, they faced perjury. And if they stood silent, they faced contempt. . . ."

Williams then pointed out that "when all the accusations were sifted down, six of them became indictments and went into court against officers who sit on this platform. And when the law was applied, and when the American Bill of Rights was applied, and the Constitution of the United States was applied, each of those six cases resulted in verdicts of acquittal."

In introducing Williams, President Hoffa described him as a man who "is in a better position to say to you what he is going to say this morning than any single man in America. He has fought the fight for constitutional

rights. He has given his time day in and day out, week in and week out . . . trying to awaken the American people as to what I tried to do in my own small way as a layman, as to the slipping away of our constitutional rights and what is happening to America."

The text of Williams' address follows:

Mr. President, Secretary-Treasurer, members of the General Executive Board, delegates and guests of this Convention: I am very proud to be introduced as one of your counsel, because for any lawyer to serve this great Union professionally would be a post of honor.

The last time that I was privileged to speak in the deep south was at the invitation of the Warden at Atlanta Federal Penitentiary. He invited me to come down and initiate a lecture series as part of the educational program of the inmates. He was very gracious and warm in his letter. He said that while his budgetary allowances did not permit him to reimburse me for my expenses, that he could guarantee me an excellent turn-out.

He was true to his word, because when I arrived there were several thousand men gathered in an auditorium about the size of this. I saw a few familiar faces among them as reminders of my past failures.

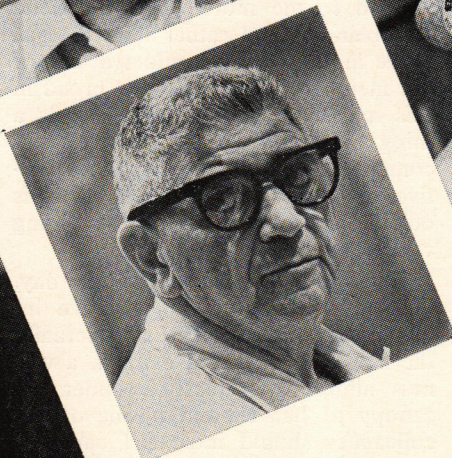
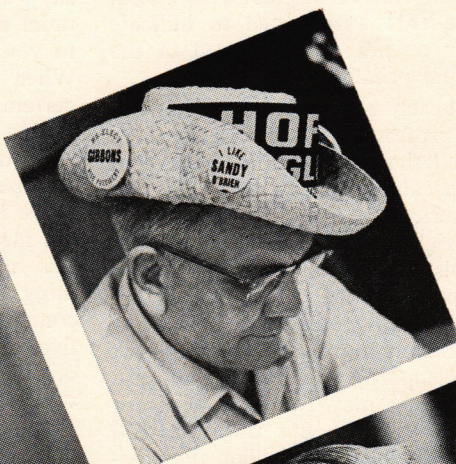
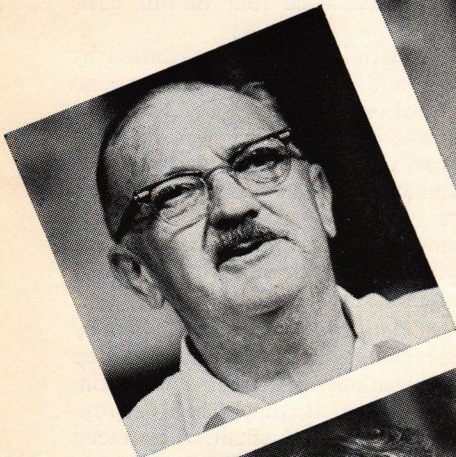
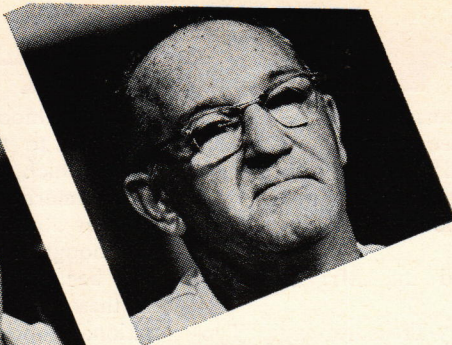
The presiding officer of the evening was an inmate, and he was very generous and gracious in his introduction. He told me in what esteem I was held and how grateful the inmates were that I had come down. Suddenly it seemed as though he was caught in a flight of oratory. He caught himself short and said, "Well, I have talked long enough. Suffice it to say, Mr. Williams, we fellows down here in Atlanta regard you as one of us."

I was somewhat nonplussed by the introduction and over-awed by the size of the crowd, and I made a terrible faux pas that night, because I opened my address by saying, "It's wonderful to have so many of you here tonight."

By way of showing you how words may be appropriate or inappropriate, depending upon the time and the place in which they are uttered, may I say



# 18th CONVENTION





to you this morning that it is very wonderful to see so many of you old friends here this morning, and I hope that you regard me as one of you, because, you know, I really am. I have a card.

It isn't paid up, Mr. Secretary-Treasurer.

The Secretary-Treasurer says, "Typical lawyer."

I suppose that when Vice President Miller read the roll of lawyers here during this Convention many of you thought there was an inordinate number. But may I tell you this morning that we have accomplished something very constructive during this Convention, because this morning the Miami Beach Chamber of Commerce bulletin reports that never before have swimming conditions been so safe on the beach. With 42 lawyers at this Convention the sharks are staying ten miles offshore as a professional courtesy.

When President Hoffa asked me to speak to you I wondered what I could say appropriate to the occasion. I was still pondering over this when I reread a letter which I received last week from a professor at one of our great universities, who told me of a poll taken among the students. It was a poll that was repeated. It had been taken before three years ago. In this poll the 14 cardinal principles of the American Bill of Rights were listed. The students were asked to indicate whether or not they believed in the individual principles.

To the chagrin and the amazement of the professors, a majority of them indicated that they did not believe in the peaceable right of assembly for all Americans. They did not believe in the right of every accused to confront his accuser and subject him to cross examination. They did not believe in the privilege against self-incrimination, nor in the principle of double jeopardy, (that rule that says that no man may twice be tried for the same crime). But they all, 100 percent of them, said that they believed in the principles of the Bill of Rights, showing that they did not know what the Bill of Rights really was.

Now, it would take an analysis far more profound than any of which I am capable to find out why the fires once blazing for freedom in the minds and hearts of American youths have been so carefully banked. But one thing is sure. The time has come to give these fires a new incandescence.

A sea of blood was spilled over two centuries to win and to keep these rights which, for lack of recognition, these Americans would cast aside with cavalier abandon.

I thought I should talk to you about this, because I wonder if the attitude of these students does not reflect a national mood schooled to the concept of guilt by accusation as a substitute for the safeguards of the Bill of Rights. I thought I should talk to you about this, because you more than any other group in our time have felt the impact of the concept of guilt by accusation. More than any other group, any other organization, any institution in our times you have been the victims of the "code of guilt by accusation."

For four years scores of accusations were leveled against this International Union and its officers in the Caucus Room of the United States Senate. Over 20,000 pages of testimony were taken, filling 59 volumes. Hundreds of thousands of dollars were spent investigating every facet, every nook of this International Union and its officers.

Throughout it the "code of guilt by accusation" was substituted for the Bill of Rights. The anthem of the Committee was, "Anything goes," and by way of expressing this philosophy a couple of the members had this to say—and I don't read these quotes to point fingers at people. I want to talk to you about principles this morning. When I challenged the pertinency of certain questions that were being asked during one hearing and said that it seemed to me more that a vendetta was being waged rather than a legislative inquiry being conducted, one of the members said, "I'm very broad in this matter. I don't think there is a thing in kingdom come that doesn't come within the purview of legislative activity or scope, even if it is outside of the Constitution. Anything we do is within our limits."

Then another one said one day, "When it comes to a legislative inquiry there are no rules, and actually the sky is the limit. I can ask a witness almost any question under the canopy of heaven and if one of my colleagues should intrude I can say, 'You mind your own business and I'll mind mine.'"

Then, as if to give implementation to this philosophy, a subpoena was served one day on the General President of this International. It was

served on February 5, 1959. The subpoena called for him to produce forthwith the following—and I quote —"All books and records of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America for the period from January 1, 1945" —'45 — "until the present time, including cash receipts and disbursements, general ledgers, auditors' reports, all letters, communications, files, correspondence, inter-office communications, CPA reports, personal and confidential letters and memoranda, and any and all documents relating in any way to the operation of the International Headquarters or any of its associate locals, Conferences and Joint Councils."

To have complied with that subpoena it would have been necessary to fill 100 freight cars full of records at a cost, we estimate, of about \$1 million.

Now, the reason for this was because of a basic principle too often overlooked, the most important part of the Fifth Amendment, which says that no man may be charged with any criminal offense except upon presentment of indictment by a grand jury. That principle was relegated into the ash can in the same fashion as the students in the poll about which I spoke tossed aside four of our basic principles.

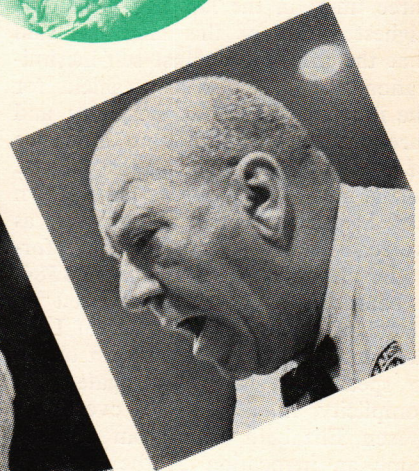
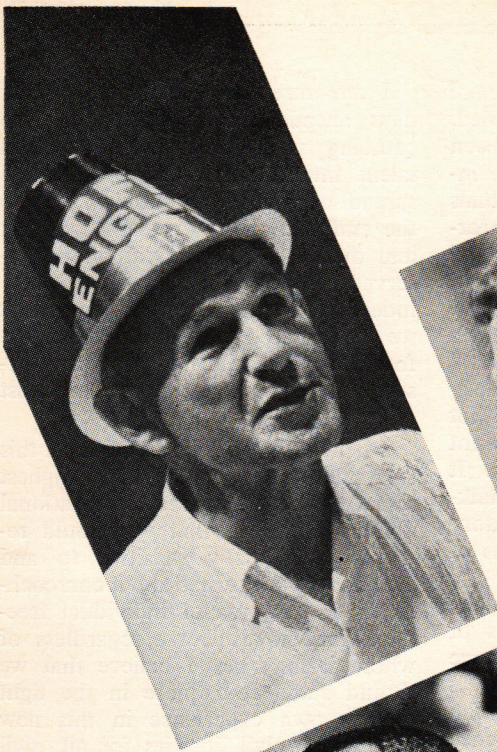
The victims were often accused by rumor and hearsay. There was no specification of charges before a witness was called. There was no right to cross examine. There was no right to call witnesses in one's defense and there were no rules of evidence. Rumor, hearsay and innuendo were substituted for relevancy, competency and materiality.

The victims were accused often by rumor and hearsay. If they admitted the accusation, they faced conviction. If they denied it, they faced perjury. And if they stood silent, they faced contempt. It was as though you suspected a small boy—suspected him of taking your loose change—and you said to him, "If you admit it, I will thrash you for stealing it. If you deny it, I will thrash you for lying. And if you don't tell me whether you took it or not, I will thrash you for disobedience."

That is no way to discipline a small boy, and it is no way to discipline a free society.

And so, faced with this dilemma, when many of the accused victims







invoked the privilege against self-incrimination, another one of the principles of the Bill of Rights was trampled upon because immediately when they invoked the privilege against self-incrimination, they were branded as labor racketeers. Guilt from silence was substituted for guilt by accusation. It was forgotten that three times in the last five years, the highest Court of this land has said that the privilege against self-incrimination was designed as a shield for the innocent as well as the guilty, and three times it said that no inference of guilt may be drawn against anyone for its invocation. But we have grown dim in our memories and myopic as we read history, because we have forgotten that on All Saints Day in 1586, a bearded prisoner lay collapsed on a bed of straw in the Tower of London, too weak to move, almost too ill to speak. He was interrogated for complicity in a plot to overthrow Queen Elizabeth, and from his lips came an invocation of the privilege not to incriminate himself. History tells us that after his death, his church beatified him. We know him today as Blessed Edmund Campion.

Two decades later in the High Commission Court of James I, an old man stood at the bar of justice and he invoked the privilege against self-incrimination, fearing imprisonment under a statute which said whoever was suspected of being a Jesuit Priest might be imprisoned if he did not answer "direct and true" questions about the Society of Jesus. That man was Father Henry Garnett, the English Provincial of the Jesuit Order.

And more recently, we have forgotten that only 35 years ago in this country, there were great assaults being made on the Fourth Amendment to the Constitution. The hue and cry went up to abolish the Fourth Amendment and it came from the leaders of the temperance movement who felt that the Fourth Amendment curbed the fury of their assaults on the havens of the demon rum.

We have forgotten also the words that a recent President of the United States said, and these words are almost as if they were spoken to you about the investigation that has been conducted into your affairs. It is almost as though they were spoken to you at this convention. He said:

"The constitutional guarantee against unwarranted search and seizure breaks down, the prohibition against what amounts to a government charge of

criminal action without the formal presentment of a grand jury is evaded, the rules of evidence which have been adopted for the protection of the innocent are ignored, the individuals become the victim of vague, unformulated and indefinite charges, and instead of a government of law, we have a government of lawlessness. Against the continuation of such a condition I enter my solemn protest."

The President who said that, delegates to this convention, was not known as a great liberal. He was not known as a great civil libertarian. It was Calvin Coolidge, and he was talking about congressional investigatory abuses in the 1920's in the probes of big business.

And now, we have come full cycle, because once again, the captains of industry are the investigated. Once again, the spotlight of attention is upon them, the same captains who looked on with bemused indifference when the rights of your officers were being ignored.

It was John Donne who wrote, "Never ask for whom the bell tolls because it tolls for thee."

Your President twice has said to you during this two-day old convention that the courts have been the ultimate bulwark of the freedom and liberty of the members of this international. So it has been, because ours is a government of laws and rules and principles and not of men. In our system those who are in authority are under the law. In the totalitarian state those who hold the reins of government are the law. Our law is a rational restraint upon the use of unbridled authority by our elected officials. In the totalitarian state the law is merely the projection of the will of those who have seized power.

I think the difference in the two systems is dramatically symbolized in the fact that in Red Square they keep under glass on display for all to see the corpse of Lenin, whereas in Washington in the National archives we keep under glass on display for all to see the American Bill of Rights.

And so when all the accusations were sifted down six of them became indictments and went into court against officers who sit on this platform. And when the law was applied, and when the American Bill of Rights was applied, and the Constitution of the United States was applied, each of those six cases resulted in verdicts of acquittal.

I am sure that there are difficult days ahead. As a country we are coursing most of our energy and talent into an effort to prevent the spread of global communism, all to the end that the liberty and freedom and dignity of the individual be preserved. It would be a tragic paradox, indeed, if in the name of that effort we surrendered any of our liberties, for then we should have done to ourselves from within what we fear most from without.

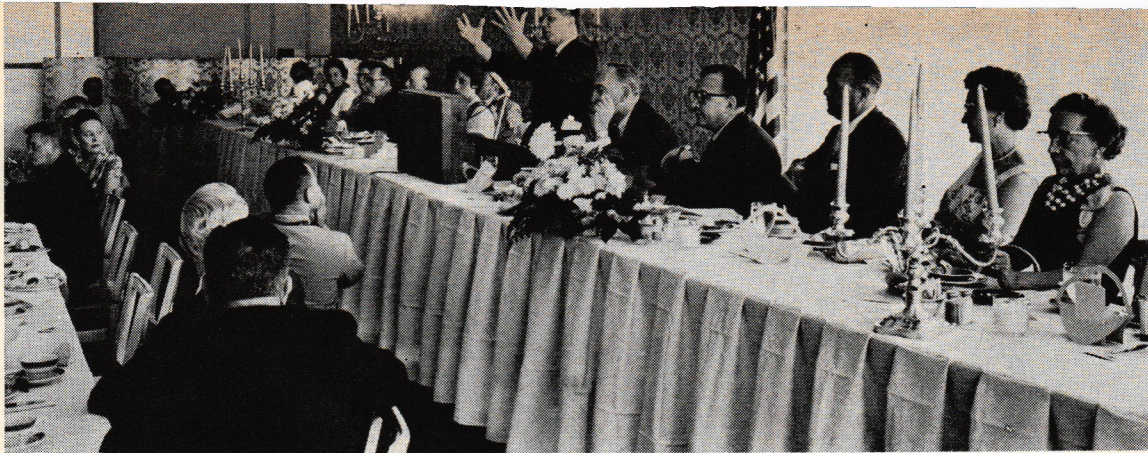
I believe that the prevention of this surrender should be one of the highest social goals of this great International Union. I believe that we should remain intellectually sensitive to and emotionally concerned about encroachments in the area of individual freedom, individual liberty regardless of whose it may be. I believe that we should stand foursquare in the light of our own experience in this new decade for civil liberties for all, civil rights, racial equality and social justice, rights of conscience and the utmost of freedom for the individual under law.

This is a difficult thing upon which to focus when the great overriding issue of our time is world peace and national security. But when the storms brewing about us provide distractions from the task at hand, we can recall an episode that Alistair Cooke recounts in his book, "One Man's America." He tells us that on May the 19th of 1780 in Hartford, Connecticut the skies at noon turned from blue to gray. By mid-afternoon they had blackened so densely that in that religious age men fell on their knees believing that the Day of Judgment was at hand.

The Connecticut House of Representatives was in session. In the darkened chambers some of its members fell down and others clamored for adjournment. The Speaker of the House, one Colonel Davenport, came to his feet and he silenced the din with these words. "Gentlemen, either the Day of Judgment is at hand or it is not; if it is not, there is no cause for adjournment, and if it is I choose to be found doing my duty. I wish, therefore, that candles be brought."

Delegates to this Convention, your country and mine has never before in its history needed the light and the illumination that you, from your experience, can bring to it with your candles. I thank you.





Teamster President Hoffa urged Teamster wives to get politically active in their communities to build for the Congressional elections next year, the Presidential elections in 1964, and the future.

**18<sup>th</sup>**  
CONVENTION

700 attend luncheon

**wives applaud political plans**



Teamster Executive Vice President Gibbons (left) and Drive Director Zagri addressed both the ladies' luncheon, and the meeting of directors of local DRIVE organizations.



Barbara Hoffa impressed the ladies luncheon, explaining the need for political education. She said that she had difficulty answering questions relative to politics asked by her students in the Detroit public school system.

APPROXIMATELY 700 Teamster wives joined Mrs. James R. Hoffa for lunch during the convention last month to get the Teamsters DRIVE political program off to a roaring start for next year's Congressional elections and the 1964 Presidential elections.

Earlier in the convention week, DRIVE representatives from nearly 300 Teamster locals met to discuss political organizing, the job that needs to be done, and why it must be done.

Teamster President James R. Hoffa, and Executive Vice President Harold J. Gibbons attended and spoke at both the ladies luncheon and the meeting of DRIVE local officials. Sidney Zagri, Teamster legislative counsel and executive director of DRIVE, arranged both of the affairs.

Mrs. Hoffa was introduced by Gibbons at the ladies luncheon. He described her as "the first lady of the Teamsters, who is the model wife for Teamster officials. Her sacrifice and her dedication," said Gibbons, "have been an inspiration to all Teamsters and their wives."

Mrs. Hoffa did not speak at the luncheon, but her daughter, Barbara, a French teacher in the Detroit public school system, did speak. Barbara told the Teamster ladies of some of the questions about politics asked by her students. She honestly admitted that she was unable to answer some of the questions.

"This demonstrates more clearly than ever to me the need for more participation in political activity and political education," she said. Barbara was a member of the Phi Beta Kappa





## 18th CONVENTION

Congressman Joe Karth of Minnesota urged Teamster wives to become active in political education and activity. Karth, himself, got politically active in the 1940's. Others who became interested with him were Hubert Humphrey, now a Senator, Eugene McCarthy, also a Senator, and Orville Freeman, now Secretary of Agriculture.



DRIVE displayed a handsome exhibit each day during the week-long Teamster Convention, urging Teamster members to organize and/or join DRIVE organizations in their local communities.

honor society in college. Membership in this group is restricted to students who maintain near straight "A" grades during four years of college.

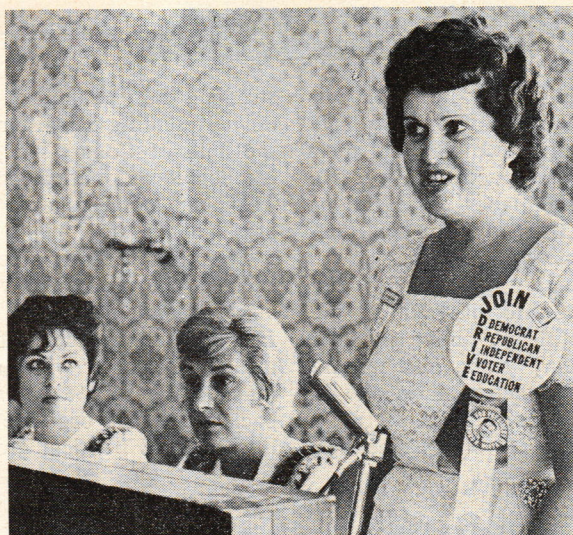
Teamster President Hoffa urged, "You women of organized American labor must arouse yourself to take an active interest in politics. You must run for office," he declared. "There isn't a person here who wouldn't do a better job than the women who sit in Congress today and call themselves Congresswomen."

At the meeting of DRIVE officials, Hoffa warned the men, "If we don't get down to grass roots political education and action, we won't have a Teamster Convention five years from now. We will be out of business; many of us could be in jail at that time."

To both groups, Hoffa made a plea for block by block, precinct by precinct political organization and education. If this is done, he predicted, "We will have in DRIVE a political and legislative action program second to none in America."

The 700 Teamster wives attending the tremendously successful luncheon received Hawaiian corsages shipped straight from the 50th and newest state. The corsages were sent with the best wishes and compliments of Teamster Local 996, in Honolulu. Art Rutledge is president of Local 996, and its DRIVE organization is very active in Hawaii politics.





Pretty guest displays giant-size DRIVE button (left). At right, Mrs. Pat Kirschbaum, leader of the pioneer Des Moines Auxiliary, addressed luncheon.

Both meetings heard reports from Teamster officials on how they had got DRIVE organizations into operation in particular areas.

Mrs. Pat Kirschbaum, president of a DRIVE auxiliary in Des Moines, Ia., detailed for the ladies luncheon just how her group got organized. She explained how the different committees were selected to get organized, how funds were raised to keep the auxiliary functioning, the goals that they selected, and the progress thus far in achieving those goals.

Teamster Vice Presidents John J. O'Rourke and Einar O. Mohn addressed the men's meeting. Both men stressed the importance of establishing DRIVE organizations in every Teamster Local and/or Joint Council in the nation.

O'Rourke has established the most comprehensive card index filing system in the nation. Every member of Teamsters Joint Council 16 in New York City is individually indexed under O'Rourke's system.

"Nobody ever paid any attention to us politically until we established our DRIVE organization," said O'Rourke.

Teamster Vice President John J. O'Rourke offered the services of his DRIVE director, Nick Kisberg, to assist any Local Union or Joint Council in establishing the New York City Joint Council's card index filing system. The Pittsburgh Joint Council immediately accepted O'Rourke's offer. Local Unions in Camden, N. J., and Omaha, Nebr., followed Pittsburgh's lead requesting assistance in establishing the New York system.



DRIVE ladies enjoyed the unique way of awarding door prizes. Model turned up dressed as inset. As winners of different items of apparel were chosen, she removed the prize, ending up in a two-piece bathing suit—which she kept.



## CONVENTION

"Now they are all knocking on our door because they know that we have 160,000 Teamster members and their families politically active. We have joined with other labor organizations in New York City to form the Freedom Party, a new political party."

Mohn related the operations of the Teamsters in California politics. We have been politically active in state politics for many years, and we are going to become active nationally in the immediate future, he said.

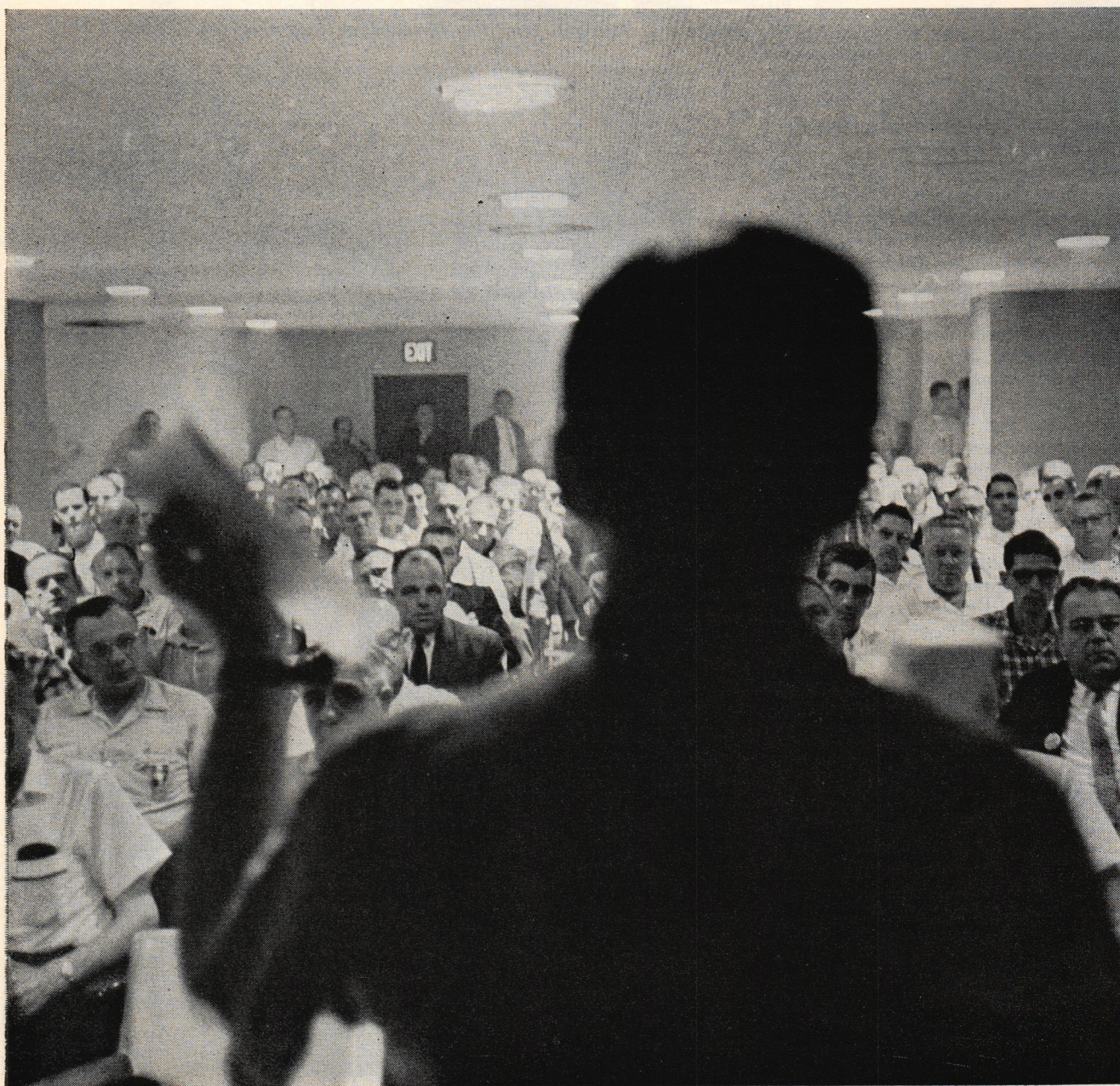
Zagri spoke at both meetings,

stressing that the kind of job he could do representing Teamster members in the halls of Congress depended upon the degree of political activity by the Teamster members and wives at the grass root level.

Speaking to the ladies, Zagri reminded the Teamster wives of the very prominent role in politics that falls on the shoulders of women. Of the 600 Teamster wives attending the luncheon over 50% volunteered to go back home, and organize their friends into DRIVE political groups.

Zagri told the men's meeting that organized labor at the present time suffers from the lack of effective representation in Congress. This is partly because of disorganization and dissension in the AFL-CIO, and because of the Kennedy Administration.

"The principal obstacle to getting pro-labor legislation enacted by Congress is the Kennedy Administration," he said, reviewing the record of the first six months of Kennedy's Administration.



Meeting of political directors of joint councils and local unions drew a big turnout on the day before 18th convention opened. Here, a speaker is silhouetted against the crowded meeting room.



# Major Constitutional Change

## Convention Meets Financial Challenge

**DELEGATES** to the 18th Convention overwhelmingly approved a Constitutional change which increases the dues of all members and provides for an increase in the per capita tax paid to the International Union.

A result of the action will be improved strike benefits, an expanded organizing program, a pension fund for local union officers and employees, and increased strength for local unions as well as the International.

The proposed change in the Constitution was discussed at length by delegates from the convention floor and passed with only a handful of dissenting votes. Local unions had been notified well in advance this was to be a matter for convention action.

Under the approved Constitutional revision, each local union shall have a minimum monthly dues of \$5.00, except in cases of local unions specifically exempted by the General Executive Board to cover extreme

hardship situations.

In addition, all dues, whether below, at, or above the \$5.00 minimum, will be increased by \$1.00 per month no later than January 1, 1962, unless otherwise determined by the General Executive Board in hardship cases.

The Convention delegates also approved a Constitutional amendment increasing strike benefits from the present \$15 per week to \$25 per week after the fourth week of a strike.

The per capita increase voted by the delegates raises the monthly payment made by local unions to the International from 40 cents per member to \$1.00 per member.

A report issued to the delegates on the subject of the per capita payments showed that the International Brotherhood of Teamsters had the lowest per capita of any of 31 major international unions.

The 40-cent Teamster per capita compared with \$1.75 for the United

Auto Workers, \$1.25 for the Carpenters, \$1.10 for the Operating Engineers, \$1.50 for the Ladies Garment Workers Union, \$1.65 for the Meatcutters, and \$2.00 for the Machinists.

The new \$1.00 Teamster per capita will still be below these International Unions, and far below such unions as the Steelworkers, with \$2.50, and the Photo-Engravers Union, with \$14.00 per capita per month.

The report to the delegates on the need for a per capita increase pointed out that "your International Union provides, as does no other international union, a vast number of membership services which the local unions require—assistance in collective bargaining, assistance in the filing of government reports, assistance in contract negotiations, legal and accounting advice, researching, wage studies, organizing, publicity, supplies, legislative programs, the International magazine, staff service and many other

<b>INTERNATIONAL BROTHERHOOD OF TEAMSTERS</b> .....	<b>.40</b>	International Association of Machinists .....	2.00
United Automobile Workers .....	1.75	National Maritime Union of America .....	6.66
American Bakery and Confectionery Workers ..	1.25	Amalgamated Meat Cutters and Butcher Work-	
Journeyman Barbers International Union .....	.80	men of North America .....	1.65
International Brotherhood of Boilermakers ...	1.75	Sheet Metal Workers International Association.	1.75
United Brick and Clay Workers of America ...	2.50	United Packinghouse Workers of America ....	1.75
Bricklayers, Masons and Plasterers Interna-		Brotherhood of Painters, Decorators and Paper-	
tional Union of America .....	1.75	hangers of America .....	2.00
Building Service Employees International Union.	.70	International Photo-Engravers' Union .....	14.00
United Brotherhood of Carpenters and Joiners		United Association of Journeymen and Appren-	
of America .....	1.25	tices of the Plumbing and Pipe Fitting In-	
United Cement, Lime and Gypsum Workers		dustry of the U. S. and Canada .....	1.50
International Union .....	2.50	International Brotherhood of Pulp, Sulphite and	
International Chemical Workers Union .....	2.00	Paper Mill Workers of the U. S. and Canada.	1.75
Amalgamated Clothing Workers of America ...	1.25	Amalgamated Association of Street and Elec-	
International Union of Operating Engineers ...	1.10	tric Railway Employees of America .....	1.60
International Ladies' Garment Workers' Union .	1.50	United Rubber, Cork, Linoleum and Plastic	
Hotel and Restaurant Employees International		Workers of America .....	1.75
Union .....	.60	United Steelworkers of America .....	2.50
The Wood, Wire and Metal Lathers International		Textile Workers .....	2.00
Union .....	2.65	Transport Workers Union of America .....	1.25
International Longshoremen's and Warehouse-			
men's Union .....	1.00		

Chart compares Teamster per capita, before convention increase, with that paid other international unions. Even with boost to \$1, per capita of Teamsters is still among the lowest.





**18<sup>th</sup>**  
CONVENTION

## Discussion and Study

While some speak on issues, others follow their copies of proposed constitution measures carefully.





**18<sup>th</sup>**  
CONVENTION

**Close Attention  
to Every Word**

Delegates give close attention to every word and phrase involved in constitution changes.



vital functions to serve the membership."

It pointed out that "a strong treasury makes a strong union. With a financially strong union, we can assure success of our long-run bargaining and legislative objectives of job security, more adequate pay, improved health and welfare and retirement benefits, better working conditions, contracts second to none, and continued support for your local unions, joint councils and conferences."

Delegates were reminded in the report that "your International is at a crucial point in its existence . . . your decisions will determine whether the International is to go forward or retreat—there is no standing still . . . The financial income of the organization from per capita sources is not sufficient in relation to the cost of operation."

The report noted that, on the basis of per capita income alone, the International Union went into the red during the last year. "We operated on a shrunken 59-cent dollar in 1957-61, as compared to the 100 cents in 1947-52 and the 87 cents in 1952-57. Lack of surplus creates this situation. Unless serious thought is given to increasing our income, the operating dollar will shrink even more."

In an analysis contained in the report (see charts), it was shown that 60 per cent of all monies expended during the period from 1957 to 1961 was a direct contribution to membership job security by virtue of strike benefits and organizing. Of the balance, 21 per cent was devoted to the important fields of education and litigation, and 19 per cent to service by the Inter-

national.

"The International cannot supply the services and the protection it does, without adequate financial support from the local unions. To operate with the greatest degree of effectiveness for our membership, our International Union must have adequate financing," the report pointed out.

It said that "the unorganized are a dragging anchor on collective bargaining gains and improvements and are an ever-increasing threat to the wages and hours and conditions of today, let alone what this threat will be tomorrow. We shall not let up on our continuing campaign to organize the unorganized, a program which the International Union has supported so generously from the per capita tax, which goes back to your organization."

Union attorneys answered questions raised in some quarters as to the legality of convention action in raising the monthly dues.

They pointed out that under Section 101 (A)(3)(b) of the Landrum-Griffin Act, it is provided that "in the case of a labor organization other than a local labor organization" (namely, an International Union), dues can be increased "by a majority vote of the delegates voting" at a regular convention or at a special convention.

IBT lawyers asserted that "Congress, when it dealt with dues increases under Section 101 (A)(3) of Landrum-Griffin, provided for two separate and distinct methods of increasing dues; one, where local unions alone were concerned, by secret-ballot vote of the local membership; and the other, where the International was concerned, by the majority vote of

the convention delegates. These two methods are significantly set forth separately" in the Act.

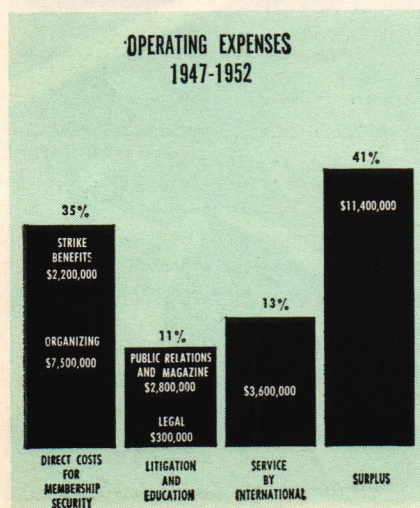
Attorneys declared in a prepared memorandum that "further indication that Congress intended convention action in respect to dues increases to supersede any local union action is afforded by the requirement in subsection (B) that a convention desiring to increase dues must give at least thirty days notice to each local or constituent organization.

"This provision could have no other purpose than to permit the local unions to advise their delegates as to what to do about any increase in dues action to be taken at the convention."

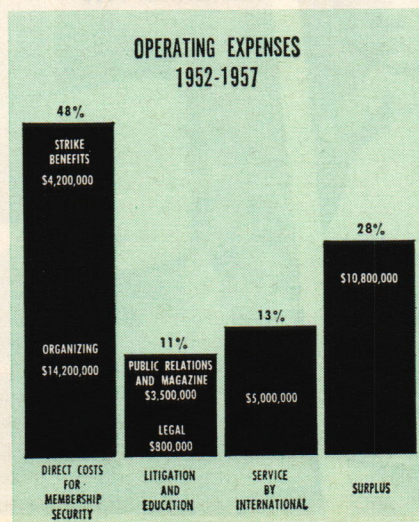
The memorandum points out that such notice was given. It also notes that the Brotherhood of Painters raised the dues of its membership at its convention held in September, 1959, immediately following the effective date of Landrum-Griffin, and this action has been accepted by the membership without challenge. The Iron Workers International similarly increased its dues by convention action a few months later. Recently the Brotherhood of Boilermakers did the same.

The lawyers' memorandum points out that under the terms of their various constitutions, "the convention of any international union is the highest governing authority of the International union. . . . Accordingly, any convention of duly assembled delegates has the power to alter or change in any way it sees fit the structure, laws and policies of the union and all of its constituent or subordinate affiliated bodies."

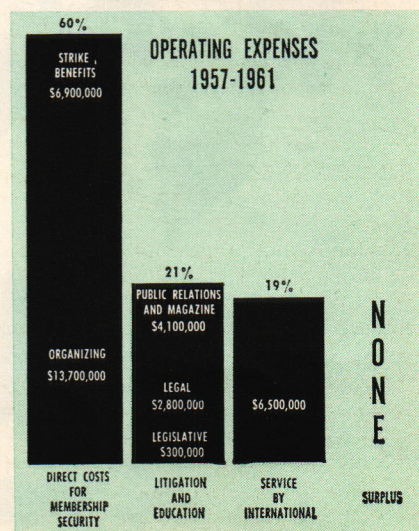
### 1952 CONVENTION PERIOD



### 1957 CONVENTION PERIOD



### 1961 CONVENTION PERIOD





# **Bufalino Tells 18th Convention Monitorship Was an 'Expensive Failure'**



Special Counsel William Bufalino, Teamster representative on the Board of Monitors, told convention members that he, the former Teamster representative on the Monitors, fought to keep control of the Union in the hands of the members.

**WILLIAM E. BUFALINO**, Teamster attorney and former representative of the union on the Board of Monitors, told the 18th Convention that the Monitorship was "a most expensive failure."

In a report to the delegates on the operations of the Board which served under Federal Court order since shortly after the 1957 convention, Bufalino declared that "there were seemingly endless controversies which centered and revolved around collateral issues, and the general welfare of the Teamster members was being exploited."

He said his position during his months on the Board was that "any improvements in the conduct of the affairs of this Union should be made by the members through their delegates at a Union convention . . . This they would do because they are the only real parties in interest who are vitally concerned for the general welfare of this International Union."

In the text of his speech, Bufalino,

who is also president of Teamsters Local 985 in Detroit, declared:

Perhaps, it might be well at the very outset to point out a few of the events intervening between the last convention and this convention as they relate to the Board of Monitors.

A court action was brought against our International Union by thirteen members which resulted in a Consent Decree on the 31st day of January, 1958. The Board of Monitors came into being on February 4, 1958, with the Honorable Nathan Cayton as Chairman. Our General President, James R. Hoffa, and other General Officers elected at the Miami Convention in 1957, took office subject to the terms of the Consent Decree.

In a letter to Judge Letts on May 13th, 1958, Chairman Cayton stated that the Monitors had functioned well and successfully in furthering the objectives of the Consent Decree with the "enlightened cooperation" of the International Union. Judge Cayton resigned and was succeeded by Martin

F. O'Donoghue as Chairman of the Board of Monitors; and as the United States Court of Appeals observed in one of its decisions; and I quote:

"Disagreements thereafter arose. One cause may be traced to a change by the Monitors in their methods of operation, including the issuance of written 'Orders of Recommendation.' " Unquote.

While many of these Orders of Recommendation were complied with, there were others which were disputed on various grounds and which were carried into the courtroom for final determination.

I was appointed to the Board of Monitors on the 12th day of May, 1960. I immediately announced my intention to do all in my power to place the reins of this great International Union back in the hands of the rank and file members where it belonged and to free our Union from all outside governing bodies.

From the very outset, controversy



arose between the members of the Board of Monitors

- (1) With respect to compliance with certain orders of recommendation,
- (2) With respect to the powers of the Monitors,
- (3) With respect to authorization of the issuance of a convention call.

The details of these controversies had been fully covered in court pleadings on prior Monitor controversies, so to me, these were simply old tunes being played on a new fiddle. It was my position at all times that it was essential for fair and orderly disposition of Monitor business that Monitor action be taken only after all Monitors had exchanged views and after each Monitor had had adequate opportunity to inspect, concur and comment upon or dissent from matters under consideration by the Board.

I had reviewed much of that which went on prior to my becoming a member of the Board of Monitors and concluded that certain actions by the majority of the Board were unwarranted by the facts, or were beyond the powers of the Board. I was not alone in my conclusions; I was fortified by decisions of the United States Court of Appeals which had fully delineated the powers and the extent of the authority vested in the Board of Monitors. It was the Court of Appeals that decided the status of the Board of Monitors, and it ruled that the powers of the Monitors were merely **ADVISORY** and **RECOMMENDATORY** and such powers were to be exercised **ONLY** in areas where the officers of the Teamsters International Union had substantive obligations under the Consent Decree.

I am happy to report that during this critical period the affairs of the Teamsters Union were most skillfully handled by General President James R. Hoffa, General Secretary John F. English and the entire General Executive Board. I am particularly proud of the substantial reforms effected by your officers and the firm stand they took in protecting the rights of every member of this great International Union; and under the guidance of General President Hoffa and General Secretary English, we sought—we fought for—and we received prompt appellate determination of pending issues.

I have personal knowledge of the great efforts made by two former



David Previant, chief labor counsel, (left) President Hoffa, and Chief Counsel Williams (right) listen to Bufalino's review of monitorship which they helped fight.

Monitors in your behalf by Attorney L. N. D. "Nat" Wells, Jr. (resigned March 13, 1959) and Attorney Daniel B. Maher who succeeded Attorney Wells (March 18, 1959 to May 12, 1960). The majority of the Board, however, outvoted them when it came to deciding matters of vital importance to you. A vivid description of what went on is best related in a report made by the board of Monitor to the Court which covered a resumé of their activities during the period between August 1, 1958, through March 13, 1959, and I quote from page 5 of that report because of this typical explanation of the accomplishments of the Board throughout its entire history:

"Due to the controversy which arose between the Board and the International Brotherhood and the resultant litigation, it has not been feasible for the Monitors to complete the projects concerning (1) financial controls and auditing procedures, (2) the release of trustee locals, (3) the model code of local union by-laws, and (4) amendments to the International Constitution. **However, progress has been made in these areas.**"

Stated briefly it may be summed up as:

- (1) Controversy and
- (2) Resultant litigation.

But the report concluded:

"However, progress has been made in these areas." The word "progress" in this instance was used loosely—it being such an elastic word was stretched well out of proportion—because when I was appointed a Monitor on the 12th day of May, 1960, over fourteen months later those very

same matters were still pending on the agenda of unfinished business.

There were seemingly endless controversies which centered and revolved around collateral issues, and the general welfare of the Teamster members was being exploited; thus, **making the experiment of the Monitorship a most expensive failure.**

As a Monitor, I refused to alter my strong convictions, particularly when, in my view, the proposed actions of the Board of Monitors were either contrary to or unauthorized by the Union Constitution and beyond any authority given by the Consent Decree.

It must have appeared to the outside observer to be a controversy of curious confusion caused by persons without delicate conscience. But in any event, at times, this most unfortunate situation was such that it was impossible for a conscientious Monitor of ordinary sensitivity to contain himself without breaking out into that sort of healthy remonstrance which is controversial rather than critical.

It was my recommendation and view, as well as that of the General Executive Board of the International Union, from the very beginning, that any improvements in the conduct of the affairs of this Union should be made by the members through their delegates at a Union convention. I was firmly convinced that, if given an opportunity to hold a convention such as this, the General Membership would speak in their own behalf through their duly elected delegates. I knew also that they needed no Monitors to write their Constitution,

I knew:

- (1) That they were sufficiently



capable of handling their own affairs,

- (2) That they would determine the rigid qualifications which they feel their officers should meet,
- (3) That they would spell out in no uncertain terms their required standards, and
- (4) They would determine whatever corrective measures they deemed necessary and proper.

This, they would do because they are the only real parties in interest who are vitally concerned for the general welfare of this International Union.

When I became one of the three Teamster Monitors, I was alive to the problems which confronted me. I was fully conscious of the grave responsibility which was mine not only as an officer of the Court, but as a rank and file member of the Teamsters Union. I was fully aware of the great mass of records which filled several file cabinets housed in the United States District Court. I knew that if we were to find a solution, it would have to be brought about by shirt-sleeve diplomacy.

As your representative, I refused to compromise your position—your right to govern yourselves or to substitute

it with a philosophy that would subject your International Union to positive outside control and domination. Our critics failed to realize that the Teamsters are first in a great trade union movement; are devoted to each other; and are working with each other and cooperating for the general welfare of all. Their concentrated attacks upon us served only to weld us together more solidly than ever before.

Each delegate here knows what the Teamster Members want. You know what it is that they long for and what they seek in this life for themselves, for their wives, for their children and for those who are near and dear to them. They seek to supply their basic needs. They seek to satisfy simple human desires such as giving to their children an education and a few other necessities of life. **That**, the Teamsters understand, and it is this type of shirt-sleeve diplomacy that we must continue to employ in order that the Teamsters International Union can remain the largest—the strongest—the most powerful—the most effective—the most militant labor organization the world has ever known.

At this International Convention, we are carrying out labor democracy

to the Nth degree. We are making it meaningful down to the grass roots; and in doing this, it will serve to have a vast and tremendous significance on the entire labor movement. We will be judged by those who have pre-judged us as well as by those who have kept an open mind, and I am certain that every last one of us realizes that we have a great responsibility not only to ourselves and to our International Union, but also a responsibility to see to it that our economy as a whole has its resources mobilized in such a manner as to bring economic justice and stability and security to all Americans everywhere, and also to see to it that whatever power we have as a Union is used in such a manner as to lay a solid foundation for those objectives.

There is no question that Teamsters everywhere will continue to demonstrate their real trade union solidarity at the grass roots. I am certain that the delegates of this Convention will provide us with an International Constitution and democratic machinery which will continue to keep the Teamsters International Union the Number One Trade Union in the world.

**Unusual photo catches all members of the General Executive Board, except one, in a close huddle on convention platform. President Hoffa (back to camera) and General Secretary-Treasurer English are facing 12 of the 13 vice presidents.**







## **Resolutions Chart Course**

# **Convention Points Way to Progress**

**DELEGATES** to the 18th Convention adopted a series of resolutions ranging from the establishment of full-time political directors in each Joint Council to the promotion of the Teamsters shop card.

Among the resolutions were those urging legislative action on a host of national problems, including medical care to the aged, minimum wage, civil rights, aid to education, and the passage of an equitable farm bill.

Among the resolutions passed in the legislative field were these:

### **RESOLUTION NO. 10 LEGISLATIVE EDUCATIONAL PROGRAM**

WHEREAS, it has become more and more evident from day to day that in order for the members of the Teamsters Union to continue to enjoy better wages, hours and working conditions we must of necessity become embroiled in politics, and

WHEREAS, every move made by the officers of every local union in each locality is affected in one way or another by legislation either on the local, state or national level, and

WHEREAS, employers and employer associations have spent millions of dollars annually to continue their legislative program, and

WHEREAS, it becomes increasing-

ly difficult for the Teamsters Union to continue to advance wages, hours and working conditions of its members because of the obstacles due to restrictive legislation in organizing the thousands of employees who are not enjoying good wages, and

WHEREAS, it becomes evident the solution to this problem is for the International Union to become deeply involved in the legislative programs in this country on every level,

THEREFORE BE IT RESOLVED, that this International Union in Convention assembled instruct its Officers to continue the legislative education program that is now in effect in the International Union but in addition to this,

AND BE IT FURTHER RESOLVED, that this convention authorize the incoming Officers to spend whatever finances necessary to bring about the completion of this program.

### **RESOLUTION NO. 34 Minimum Wage Law**

WHEREAS, the Federal Minimum Wage Law and State Laws as they now exist do not provide coverage for all workers in the United States, and

WHEREAS, all workers in the United States are in need of protection of Minimum Wage Laws

NOW THEREFORE BE IT RESOLVED, that the General President and General Executive Board be authorized to request to seek support from members of Congress and State Legislators in obtaining amendments to Minimum Wage Laws to provide coverage for all workers in the United States.

### **RESOLUTION NO. 35 Civil Rights and Equal Job Opportunity**

WHEREAS, the attainment of Civil Rights and Equality of job opportunity is one of the goals sought for its members by the International Brotherhood of Teamsters, and

WHEREAS, many Employers deny our members equality of job opportunity because of Race, Religion, Color or National Origin, and

WHEREAS, the International Brotherhood of Teamsters stands uncompromising in its defense of Civil Rights and Equality of Job Opportunity.

NOW THEREFORE BE IT RESOLVED, that the International Brotherhood of Teamsters under the direction of the General President and General Executive Board take whatever steps be deemed necessary to insure that no member is discriminated





**18<sup>th</sup>**  
CONVENTION

## the membership speaks

On constitution changes, resolutions and all convention actions, every delegate had an opportunity to express opinions.



against because of Race, Religion, Color or National Origin.

AND BE IT FURTHER RESOLVED, that the Chairman of the Resolutions Committee petition General President Hoffa, General Secretary-Treasurer English and the General Executive Board to create a Teamster Union Label and Shop Card Department to promote and intensify a campaign which will assist the various Teamster Local Unions in furnishing the Shop Card and Label to qualified and recognized employers and which will demonstrate to the buying public all over the United States and Canada the desirability of using products and services which bear the Teamster Label and Shop Card.

### RESOLUTION NO. 36

#### Support of S. 1197 and H. R. 5937

WHEREAS, the railroads are engaged in a practice of destructive selective rate cutting;

1. WHEREAS, the ICC is permitting the railroads to engage in practice of selective rate cutting for the sole purpose of eliminating competition in violation of the National Transportation Policy of the Interstate Commerce Act; and

WHEREAS, the trucking industry, the water carriers, and even the railroads are suffering from this cutthroat competition with the result of deterioration of our transportation system; and

WHEREAS, Teamster jobs, particularly in the field of over-the-road trucking, are seriously threatened, and in many instances eliminated by this practice.

BE IT THEREFORE RESOLVED, that this special convention of the International Brotherhood of Teamsters go on record in support of S. 1197 and H. R. 5937; and

BE IT FURTHER RESOLVED, that copies of this resolution be sent to each member of the House and Senate Interstate and Foreign Commerce Committees, with appropriate covering telegram urging immediate action at this session of the Congress.

2. Gray areas of transportation

WHEREAS, the unregulated carrier is currently transporting over 33% of intercity freight; and

WHEREAS, much of this traffic is illegal violation of the Interstate Commerce Act as well as regulations of the Interstate Commerce Commission; and

WHEREAS, unregulated carrier has become a serious threat to the

common carrier industry of this nation and consequently to thousands of Teamster jobs.

BE IT THEREFORE RESOLVED, that the following steps be taken at the next session of Congress:

1. Legislation increasing the powers as well as the enforcement staff of ICC for the purpose of regulating so-called private carriage and exempt carriers engaged in transporting commodities subject to the jurisdiction of the Interstate Commerce Commission.

2. Increased appropriations should be granted to the ICC for the purpose of enlarging the enforcement staff of the Commission.

3. A special committee should be established for the purpose of studying the problem of the "Gray areas" of transportation for the purpose of making appropriate recommendations for legislative action.

### RESOLUTION NO. 37

#### Resolution on Automation

WHEREAS, automation and technological change, as contrasted by mechanization, is applicable to a wide variety of industries and work processes, and

WHEREAS, undisciplined automation has cost the working force thousands of jobs, and

WHEREAS, this International Union does not resist the fruits of automation or technological gain but seeks to cushion the effects on labor;

NOW THEREFORE BE IT RESOLVED, that this International Union does petition the Congress of the United States and the President of the United States to contribute with all their resources to the passage of House Bill 1766, or similar legislation which would:

1. Create a National Commission on Automation Unemployment.

2. Make it the responsibility of this Commission to study and consider the strengthening and broadening of unemployment insurance; lower retirement age under social security; redevelop depressed or declining areas; pass a higher minimum wage; operate training centers in conjunction with schools and state employment offices to offset automation-inspired unemployment; provide relocation subsidies and other security guarantees to workers permanently displaced by reason of technological change; strengthen the public employment service; review tax and monetary policies to assure they are stimulating economic growth and job creating potential.

BE IT FURTHER RESOLVED, that a copy of this resolution be forwarded with appropriate comments to members of the House and Senate Education and Labor Committees, the Speaker of the House of Representatives and the President of the Senate.

### RESOLUTION NO. 38

#### Support of S. 1643

#### (Omnibus Farm Bill)

WHEREAS, a free and healthy national economy can flourish only when all segments of that economy are participating fully, and

WHEREAS, there cannot be full prosperity with one segment of the economy in a depression and,

WHEREAS, the economic well-being of workers, farmers, city dwellers are tied together, and

WHEREAS, we believe that it is against the national interest to eliminate the small family farmer, and

WHEREAS, a state of chaos exists today in the field of agriculture, and

WHEREAS, this chaotic state should be replaced with an orderly system of production and marketing, to benefit the producers and consumers alike, and will benefit our nation as a whole, by providing a method of replacing farm supports so costly to our national treasury.

NOW THEREFORE BE IT RESOLVED, by the Special Convention of the International Brotherhood of Teamsters, meeting at the Deauville Hotel in Miami Beach, Florida, July 3-7, 1961 wholeheartedly support the provisions of S. 1643 called "Agricultural Act of 1961" which embodies the mechanics to achieve the goals set forth above.

### RESOLUTION NO. 39

#### Congressional Investigation of Mercantile Exchange

WHEREAS, IT IS THE LAW, that prices for all products should be governed by the law of supply and demand, and anyone interfering with the law, anyone trying to fix prices should be punished for violating the anti-trust laws.

NOW THEREFORE BE IT RESOLVED (etc), that the International Union asserts its support of Local Union 530 in calling for a Congressional investigation of the New York Mercantile Exchange, which, by manipulating of prices, disregards the public good in favor of benefits for a few.

BE IT FURTHER RESOLVED, that this convention go on record as





**18<sup>th</sup>**  
CONVENTION

## the membership speaks

Floor mikes were never idle when an issue came up for discussion. The sprinkling of women delegates had their say, too.



urging the Attorney General of the United States to show the same zeal in investigating this breach of the law with dispatch, and give speedy attention to the facts of the case presented to his office by Local Union 530 six months ago.

**RESOLUTION NO. 40**  
**Federal Aid to Education**

WHEREAS, a program of Federal assistance to the States for school construction and teachers' salaries is long over due to meet the ever growing needs of our school age population; and

WHEREAS, the great differentials in expenditures per child per year between the wealthy and the poor states denies equality of opportunity for the children residing in the poorer states; and,

WHEREAS, the Federal government is the only instrumentality ready and able to equalize educational opportunity by federal assistance raising the levels of expenditure in all states, and particularly in the poorer states;

BE IT THEREFORE RESOLVED, that the 18th Convention of the IBT assembled in Miami Beach, Florida, go on record in support of H. R. 4222, and,

BE IT FURTHER RESOLVED, that a wire be sent to each member of the Rules Committee demanding that they report out H. R. 4222 for immediate action on the floor of the House.

**RESOLUTION NO. 41**  
**Medical Aid to the Aged**

WHEREAS, the Kerr-Mills Bill of Sept. 1960 has failed to provide Medical Assistance to the Aged, with only seven states participating in the MAA program from October 1960 thru May 1961; and,

WHEREAS, the Special Senate Committee on Aging has indicated the need for congressional approval of "basic health benefits to all the aged, financed by an increase in the Social Security payroll deduction"; and,

WHEREAS, the Medical Aid to the Aged bill is presently "bottled up" in the House Ways and Means Committee, and no hearings scheduled in the Senate at this time; and,

WHEREAS, humanitarian considerations as well as the medical needs of our senior citizens require comprehensive legislation in this long neglected field;

BE IT THEREFORE RESOLVED,

that the 18th Convention of the IBT assembled in Miami Beach, Fla., go on record in support of H. R. 4222, and

BE IT FURTHER RESOLVED, that a wire be sent to the Chairman and the members of the House Ways and Means Committee demanding that the Bill be reported out of Committee; and that the Senate Democratic Policy Committee receive a similar wire demanding early hearings on this Bill.

**RESOLUTION NO. 42**

**Full Time Political Action Director in Each Joint Council**

WHEREAS, the economic objectives of the I. B. T. are directly tied in and to a large measure dependent upon successful political action, and

WHEREAS, political and legislative action go hand in hand, and one cannot succeed without the other; and

WHEREAS, organizing our membership in the precincts as we have in the shops calls for a comprehensive political education program which cannot be successful without full time leadership devoted exclusively to this task;

THEREFORE, BE IT RESOLVED, that the delegates to the 18th Convention of the International Brotherhood of Teamsters assembled in Miami Beach, Florida go on record this date that it shall be the policy of the International Union to urge Joint Councils in establishing a full time political director, wherever practicable, and wherever a full time political director shall be appointed to service an area to be designated covering more than one joint council.

The convention also adopted the following resolutions on other matters:

**RESOLUTION NO. 32**

RESOLVED, that a Pension Plan be set up on or about January 1, 1962 for full-time salaried officers, business agents and employees of Local Unions, Joint Councils, Conferences or Local Unions which have become affiliated with the International Union in their entirety;

That the Pension Plan contain substantially the following provisions:

(a) Three years of employment for eligibility;

(b) Normal Retirement at age 60 with at least twenty years of service;

(c) Annual amount of pension to consist of one and one-quarter per cent (1¼%) of average annual earn-

ings for each year of service up to twenty (20) years and two per cent (2%) for each year over twenty (20) up to maximum of forty-five per cent (45%) of average annual earnings. Pension to continue for ten (10) years certain. For past service, earnings for six years immediately preceding effective date to be used with maximum of \$15,000 in any one year. For future service, actual earnings with principal employer to be used;

(d) Reduced pension to be provided at age 55 and 20 years of service.

(e) Disability pension upon completion of fifteen years of service and attainment of age 45. The monthly amount to be the accrued pension credit.

(f) Death benefit prior to retirement to be two-thirds (⅔) of contributions made after effective date of Plan.

(g) Withdrawal benefit to be one-half (½) of contributions made during first ten (10) years after the effective date of the Plan and two-thirds (⅔) of contributions made after ten years.

(h) Self-payments to be allowed for three years during disability leave of absence or lay-off.

That the Pension Plan be financed and administered by the International Union on behalf of the above employees and that the International Union advance to the Pension Trust Fund in the form of a loan a sufficient amount to permit immediate retirement of employees who qualify for retirement.

That the establishment of the Pension Plan, or one substantially similar, be contingent upon the adoption by this Eighteenth (18th) Convention of a sufficient increase in its revenues resulting from increase in per capita taxes to one dollar (\$1.00) per month so that this plan, together with the other increased needs of the International Union, may be adequately met, but in no event shall more than twenty-two cents (22¢) of the increased per capita tax be used for such purpose.

**RESOLUTION NO. 31**

WHEREAS, as a result of action taken following our last convention a committee was created under the direction of General President Hoffa to change and improve the Teamster Union Shop Card and Label, and

WHEREAS, this committee which represented all our National Trade Divisions, spent considerable time and used professional and technical advice in their deliberations to the end that





**18<sup>th</sup>**  
CONVENTION

## the membership speaks

Delegates lined up when debate warmed up, but courtesy and respect for others always prevailed in the tightly-packed convention hall.



a new Teamster Shop Card and Label in the traditional Teamster colors as well as a die for use on metal surfaces was created and approved, and

WHEREAS, this new label and shop card has received wide acclaim during the last four years and is being used on many and diversified products and services such as automotive services and supplies, commercial refrigeration, dairy products, advertising signs, vending machines, brewery and bakery products as well as yeast and many food packages;

NOW THEREFORE BE IT RESOLVED, that the 18th Convention of the International Brotherhood of Teamsters go on record as recommending to Teamster Local Unions, Joint Councils and Area Conferences the widest possible use of the Teamster label and shop card to designate Teamster Union services and products.

AND BE IT FURTHER RESOLVED, that the Convention urge the Teamster press nationally as well as regionally and locally and other labor papers to give the widest possible coverage and publicity to firms, products, and services which employ Teamster members and use the Teamster Union Service Label and Shop Card;

## RESOLUTION NO. 50

WHEREAS, the Southern Conference of Teamsters is the host to the 18th Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, and

WHEREAS, the arrangements, organization, and planning of this convention has made our stay in Miami

Beach most comfortable and pleasant, and

WHEREAS, this was the result of the efforts of the Arrangements Committee composed of:

M. W. Miller, Chairman, J. W. Morgan, W. W. Teague, L. M. Hoover, Joseph Bernstein, and Joseph Glimco

WHEREAS, this committee has been ably assisted by:

Mrs. Billie Batton, Mrs. Pat Brown, Miss Yuki Kato, Miss Ann Sprague, Miss Barbara Shepherd, Miss Marie Fitzgerald, Miss Alice Buskey, Mrs. Gayle Wesmey, Mrs. Dorothy Lange, and Mrs. Adele Winslow

NOW THEREFORE BE IT RESOLVED that the 18th Convention of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America go on record commending those mentioned for the fine, outstanding job of arrangements which contributed so much to the comfort of our delegates and for the true display of Southern Hospitality we have received and enjoyed.

## SUPPORT HAWAII STRIKE

WHEREAS, Brother unionists of Teamsters Local Union 996, Honolulu, are striking eight Seavan Companies; and WHEREAS, these van companies are branches or agents of transport firms on the mainland which are seeking to maintain substandard rates in Hawaii; and WHEREAS, the Air Force is acting in collusion with struck van companies by turning over work assigned to struck companies by "arrangement" to non-struck companies with the understanding that

struck companies will get additional work after the strike and the non-struck companies less; and WHEREAS, such collusion is strike-breaking, pure and simple; and WHEREAS, the Air Force is using its personnel to cross the picket lines established by Teamsters; now, therefore, be it, RESOLVED, that this collusion and violation of picket lines sets a strike-breaking pattern across the nation; and be it further RESOLVED, that this Convention call upon the Secretary of Defense to bring an immediate stop to scabbing and strike-breaking activities of the Air Force in Hawaii.

## RESOLUTION NO. 46

WHEREAS, many subordinate bodies have established Credit Unions, and

WHEREAS, such Credit Unions are sorely needed to provide loans at reasonable rates of interest for the members of this International, and

WHEREAS, our members are often not able to obtain from commercial sources needed loans, and

WHEREAS, such Credit Unions encourage and stimulate the members to save their money;

NOW THEREFORE BE IT RESOLVED that this 18th Convention of the International Brotherhood of Teamsters endorse the practice of many subordinate organizations in forming and administering credit unions to provide credit facilities for their members.

## RESOLUTION NO. 47

### Memorial Resolution

WHEREAS, this International Union is the largest and strongest Trade Union in the free world, and

WHEREAS, the present position of our International could not have been attained without the tireless efforts of those pioneer leaders and brothers of our Union, and

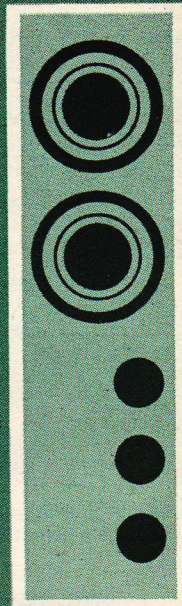
WHEREAS, it is the will of the Convention that the contributions of these pioneers be memorialized in a proper and fitting manner

NOW THEREFORE BE IT RESOLVED that a committee be appointed by the General President to work in harmony with the General President and the General Executive Board to provide a proper and fitting memorial for those pioneer officers and brothers whose efforts provided the organization with the solid foundation which has enabled it to achieve its present stature.



Secretaries, whose hard work kept convention details flowing smoothly, stand for a bow. From left: Miss Yuki Kato, Miss Anne Sprague, Miss Alice Buskey, Mrs. Billie Batton, Mrs. Pat Brown and Miss Barbara Shepherd.





## Banners, Buttons and "Blues"

**everybody  
wore a smile  
and a button**

**RARELY**, if ever, have delegates to a union convention rode into town on such a high wave of enthusiasm.

The excitement and high spirit of those arriving for the 18th convention were generated in large measure by realization that the session represented culmination of a long, hard fight. At last, the membership was to be given a chance to speak, and delegates were set to do it with enthusiasm.

But the excitement was not confined to delegates. It spread to wives and children and, in many cases, to vacationers with no previous interest in the Teamsters Union.

In the cheering demonstrations which erupted regularly in the lobby of the convention hotels, youngsters 8 to 12 years old strained mightily to get their placards as high in the air as grown-ups.

Music hath charm, and it seems it also supplies energy. After Wednesday's gruelling session on constitutional changes continued until midnight, the snappy tunes of a Dixieland band had delegates at 8:00 a.m. Thursday parading through the Deau-



Barbara Hoffa, with newly-elected father, beams winning smile at delegates.

ville lobby in a demonstration for the re-election of James R. Hoffa and John F. English.

While music and enthusiasm prevailed in the hotel lobby, tight security measures were enforced in the convention hall itself—causing, ironically, a lost rendition of the national anthem on the first day. The security measures, made necessary by stringent laws, were to assure that nobody entered the hall without proper badges and identification. Little Jackie Heller, popular entertainer, arrived a split-second before the opening gavel on the first day, all set to sing the national anthem. But in the rush toward the rostrum, a badge for Jackie was overlooked. The sergeant-at-arms, under strict instructions to make no exceptions to the rule, was forced to turn down the singer's bid to the hall.

However, Jackie—properly accredited—was present to offer a stirring rendition of the Star Spangled Banner at the opening of each succeeding session of the convention.

While security was strict on entry to the convention hall, proceedings inside were open to the view of all





## Banners, Buttons and "Blues"

Rolling demonstration for Hoffa and English attracted cheers along sun-drenched streets.



Above: President Hoffa endeavors to cut off demonstration which followed his nomination. Right: One of hard-working sergeants-at-arms gets a bird's eye view of proceedings.



Banner-waving delegates mill around hotel lobby in one of many demonstrations. Leading marchers in photo at right is Jo Hoffa, wife of the general president.





## Banners, Buttons and "Blues"

Inspired by a Dixieland band, conventioners line up in conga-line fashion in an enthusiastic display.

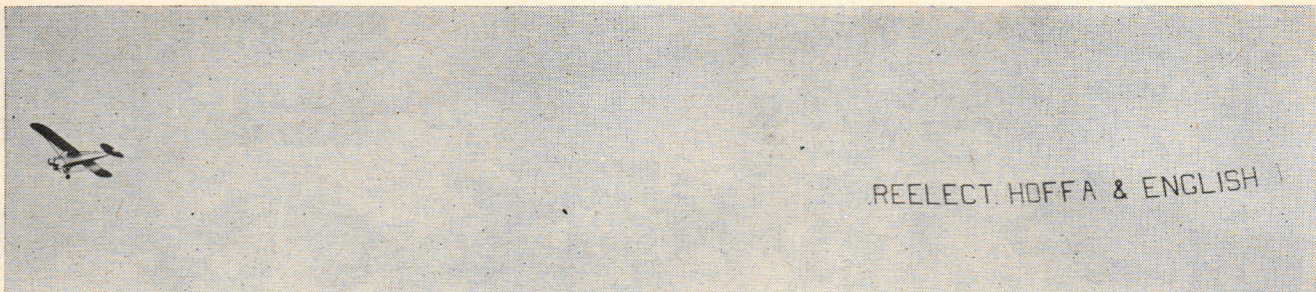


Above: Pretty majorette waits return of baton as band plays on. Left: This delegate had a button for all his favorite candidates.



The grown-ups didn't have all the fun. Youngster at left displays his placard proudly, and young miss at right is plenty serious as she struts through lobby.





Electioneering by air. The Committee for Re-election of Hoffa and English employed plane to spread message.



A weary drummer catches a few minutes rest. At right, Mrs. Hoffa takes turn serving coffee to delegates.

through closed-circuit television. In addition to six television sets in the press room adjoining the hall, sets were in operation in a larger room in the hotel where alternate delegates, wives and friends could view every minute of convention action.

When the convention was in recess, the viewing continued excellent in the lobbies. The stout-lunged Dixieland five, marching behind a pretty, blonde, baton-flashing majorette, sent lively notes to the farthest corner. Favorite of the five, dressed in blazing red-and-white jackets, was "When the Saints Go Marchin' In."

Buttons, placards, banners and other convention devices displayed impressive originality in message and design. One said simply: "Hoffa—Who Else?"

A banner-decked semi-tractor and trailer, filled with placard-carrying Hoffa and English supporters added to the colorful scenery along Collins Avenue, where the Carillon Hotel—convention headquarters—and the Deauville Hotel—which housed the convention hall—were located. The two hotels, less than a couple of city blocks apart, teemed with activity, conversation and, always, music, before the opening and closing of each session.



This Dixieland five was the busiest in all of Dixie during convention.



## Some Progress Made in South

International Vice President Murray W. Miller of Dallas, Southern Conference director, told delegates to the 18th Convention that "tremendous progress" has been made in the South "because we have had so many courageous friends in other parts of the country and at the helm of this International Union."

### Urged to 'Look Around'

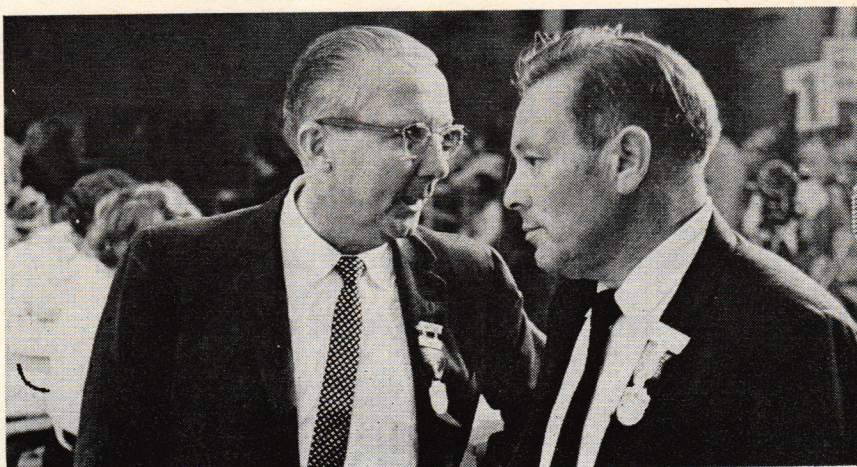
Miller, arrangements chairman for the convention who presided at the opening day session until he turned the gavel over to President Hoffa, told the delegates: "Look around while you are in the South, particularly if you are driving home. Look at the shacks, look at the houses without windows, look at the houses without any floors except the dirt, without any sanitary plumbing or running water. Look at the children who have no clothing, no shoes, and are unable to have medical care. When you look at those conditions, you will know that our job is in no way completed—that we have only begun."

### New Era Began

In introducing Hoffa to the delegates, Miller declared that "what came out of that (1957) convention was the beginning of a new era in this organization as far as economic means for our people and strength for this organization."

"I think it could have been so easy for this organization to have been destroyed. I am sure we were right at the brink of complete destruction. The only thing that was in our favor and saved this organization, was the fact that we had at the helm people of such courage and such determination and devotion that they would not give up, that they were going to fight no matter what odds, that this organization would not only be maintained, but would continue to grow."

Miller, referring to Hoffa, said that "no other union, in my opinion, has the type of leadership that continuously travels this country, day and night, Saturday and Sunday, leaving his family and the other things he might like to do, to attend our meetings, to attend our bargaining sessions, to make speeches to the smallest group that can be assembled, or the largest."



Vice President Murray W. Miller (left) chats with Lawrence Steinberg, personal assistant to the General President. Miller was temporary chairman of convention and had charge of all arrangements.

## New England Praises Hoffa Aid

New England Joint Council No. 10 presented a plaque to President Hoffa during the convention in recognition of his aid in negotiating the recent area freight agreement there.

Nicholas P. Morrissey of Local 25 in Boston made the presentation, "on behalf of the rank and file members in the Joint Council No. 10 area of Maine, Vermont, New Hampshire, Massachusetts and Rhode Island . . . Symbolic of what the rank and file think he is entitled to as a result of the recent area contract he negotiated so successfully. . . ."

The plaque read: "To General President James R. Hoffa for constant, dedicated service to the welfare of Teamster members despite great personal and physical sacrifice personifying the ideal of Trade Union leadership by the never ending cultivation of a great intellectual capacity and a strong, moral integrity, being a fearless and progressive champion for the just improvement of workers' conditions everywhere, being a man, in our opinion, worthy of emulation by all Teamsters and all Trade Unions everywhere."



From left: William McCarthy, Local 25, Boston; President Hoffa, General Organizer Nicholas Morrissey of Boston, and Alexander Hylek, Local 251, Providence, R. I.



## From Labor and Government

# Speakers Spotlight Labor Challenges

*A number of distinguished guests from labor and government appeared before the 18th convention to discuss issues facing labor and the nation. On these pages are summaries of the important messages they gave the convention.*

## **Santangelo Says Landrum-Griffin Inspired by Economic Reasons**

Passage of the Landrum-Griffin bill was prompted by purely economic reasons unrelated to union reform.

That opinion was given the convention with emphasis by Alfred Santangelo (D., N. Y.), one of the 52 members of the House who voted against the anti-union law.

The Congressman said the motivating factor behind the law was to preserve for certain areas of the country "their competitive edges and economic advantages because of the cheap labor situation and because of lack of a social insurance program and right-to-work laws."

Santangelo charged Republicans in northern industrial areas "betrayed a large section of our country and joined with the Southern representatives to pass this Landrum-Griffin bill over a disorganized and divided labor."

"It makes no sense to me," the New York Congressman declared, "to see the two largest, the strongest organized labor groups separated. The AFL-CIO needs you more than you need them. Make no mistake about it."

He added:



**Congressman Santangelo**

"It is not for me in government to suggest what you should do . . . but I would like to point out that after the split or the schism, we saw the Landrum-Griffin bill come forward."

Santangelo told delegates that "despite the foolish excesses of this Administration and the craving of Gestapo powers," more has been done for the working man already than during the entire Eisenhower administration.

growth to come, I assure you, which employs thousands and thousands of workers. The world could not have been aware, when the atomic bomb was first conceived and used, of the peacetime application of the scientific know-how which went into it that would justify all of the work and money devoted to it.

"From the day the atomic energy project started to the present approximately fourteen billion in taxpayers' money has been spent on it. Amazingly enough, one single by-product, the radio isotope, which was never conceived, I don't imagine, at the outset, is providing savings that will in a short time repay every single, solitary dollar spent in the field of nuclear energy.

"The space age similarly had its birth in war. If the program is pursued with the vigor and with the purpose and a real sense of urgency that it deserves, I predict that it could well be that by 1970, Mr. Chairman, our unemployment problem could be replaced by a labor shortage. Let us hope that it will.

"Even during its present short life the space program has already had a greater impact on the national economy than even that of the atomic energy industry. Today already the by-products—and they number dozens and dozens, believe me—of our space

## **Congressman Sees Space Plans As Economic Boon to Nation**

Development of the nation's space program was envisioned by one convention speaker as the possible solution to the nation's unemployment problem.

Rep. Joseph Karth (D., Minn.) said "too little recognition has been given to the space program's ultimate effect upon the economy," and he added that by 1970, due to expanding space developments, "our unemployment problem could be replaced by a labor shortage."

Congressman Karth told delegates:

"Scientists who developed the first electronic tube could not have conceived its multitude of uses in radio, television, computers and control devices. All of these are multi-billion dollar industries today and employ millions and millions of workers. Sixty years ago when the rare earths were discovered they were only a scientific curiosity. Even the wildest dreamer at that time could not have conjured up the great atomic energy industry of today. It, too, is now a billion dollar industry with much greater



**Congressman Karth**



efforts include new silicones, new sub-zero lubricants, radar bulbs, automatic cameras, torque meter strain gauges, voice interruption priority systems, extra lightweight hydraulic pumps, and many, many others."

Karth predicted that in five or ten years "we will have world-wide telephone, world-wide radio and world-wide television as the result of earth-circling satellites." This alone, he said, will constitute a \$100 billion a year business.

Recalling that he was one of 52 Congressmen to vote all the way

against the Landrum-Griffin law, Karth told the convention:

"The only reason I voted against it four times is because that's all the times it was on the floor."

He said the law was "conceived and passed in the atmosphere of lynch mob hysteria."

Karth charged the legislation was not offered to Congress "in good faith." It was, he declared, designed to "eliminate—liquidate, if you will, not reform—the labor movement in this country."



George Baldanzi

## Textile Workers Leader Sees Urgent Need for Labor Unity

Pressing problems affecting the economic welfare of union members—problems such as automation and unrestricted imports—spotlight the crying need for unity in the labor movement, George Baldanzi, president of the United Textile Workers (AFL-CIO), said in remarks to the 18th convention.

These problems should "drive home to all of us the absolute urgency of the need for us to establish the unity that is necessary, the dedication that is necessary for us to have a unified labor movement, unaffiliated with any political party but dedicated to the objective of providing for the workers of this country an instrument through which they can protect themselves and continue to share in the richness of our economy," he declared. "This is what we must do."

Baldanzi said it was his hope that at the AFL-CIO convention in Miami Beach in December "we will have an opportunity to discuss, debate and vote upon your re-admission to the family of labor, because we need you more than you need us."

Praising the Teamsters Union's gains in collective bargaining, Baldanzi told delegates if the scope of area-wide and continent-wide bargaining had been accomplished by any other organization, it "would have been talked about throughout the United States as one of the finest achievements."

The UTW president said the Teamsters Union has helped inject "enthusiasm and militancy into the American labor movement, even though you are on the outside of the official family."

He expressed gratitude for "the

open door that you have always had, extending assistance to labor unions that haven't been as powerful as you."

Baldanzi said his feeling about the necessity for unity "is not based upon the narrow concept that we need your assistance."

## Teamsters Are 'Great Hope' Of Nation, Says Bridges

The International Brotherhood of Teamsters "under its present leadership represents one of the greatest hopes of our country," Harry Bridges, president of the International Longshoremen's and Warehousemen's Union told the 18th convention.

"I am convinced," he said, "this Union and the work it is doing in the interests of all workers of this country in the long run will make a greater

contribution to our national security, to the welfare of our country, than any other single organized movement."

Bridges told the delegates his union was a "kind of pioneer in this expulsion business."

"We try to wear the badge of expulsion as a badge of honor," he said. "We consider we are guilty of upholding some of the finest principles of organized labor—the right of a union to be independent, to be autonomous . . ."

The ILWU leader took note of a statement by AFL-CIO President George Meany that the attempt to organize hundreds of thousands of farm workers in California had failed.

"Of course, it was a failure," declared Bridges. "I know why it was a failure. Organization in that state is not going to go anywhere, with all the millions of dollars that are put into it from the AFL-CIO, without the collaboration and the support of the Teamsters Union. That's the answer to that one, with, of course, the Longshoremen helping out a little bit."

Commenting that "we have plenty to do," Bridges continued:

"We certainly have to demonstrate,



Harry Bridges



as this Union has demonstrated, in getting more and more strength as it goes along from the membership of organized labor of all unions, the importance of re-establishing the old fashioned—call it disreputable if you like—the old fashioned idea of trade union unity, trade union solidarity, the right to work together and fight together, and the hell with the Kennedy-Landrum-Griffin Law.

"If we have got to meet the law, we will. If that law is a law against union support and union solidarity between workers to win our rights, too bad. If you don't want to take a chance in this job, you shouldn't run for it, is what I think; you shouldn't run for it.

"We will get the job done while some of those old mossbacks—Meany and his associates up there—are wondering what is going on in this country.

"It is important for a union to be autonomous, because if it is not autonomous it can't be democratic. Nothing has made me, as one individual, as one unionist, more disgusted than to see these politicians, these people that present themselves to the American workers and the American people with their bleeding hearts for the rank and file of labor, yet throwing every block in the way of a trade union, especially the International Brotherhood of Teamsters, to prevent the officers taking things down below to the membership so that that membership can have a vote.

"I think that a part of our responsibility, an important part, is to expose not only the labor phonies, but the phony politicians that pretend that they are out to protect the working rights of labor, they are out to protect their funds. They foist upon the labor movement a so-called Labor's Bill of Rights, which, instead of giving any rights to labor, takes the rights away. I know that's true of our Union.

"I can assure this gathering, as I can assure your officers, that there is one union that you can count upon. There is only one thing I ask—give us a chance to talk it over with the members, and I refer to the membership of the Union I represent. Just give us a chance to talk to them. Give them a chance to vote. They will do the right thing, and once they make a decision, believe me, you count on them, no matter what you want to do or how far you want to go."

## Butchers' Chief Pledges Help In Promoting Union Solidarity



T. J. Lloyd

At a time when the trade union movement of the Free World "needs more friends, more unity and more cooperation" the friendship between the Teamsters Union and the Amalgamated Meat Cutters and Butcher Workmen is especially cherished, President T. J. Lloyd of the Butchers declared.

Lloyd was introduced by Temporary Chairman M. W. Miller as the president "of one of the few International Unions that have stuck with the Teamsters throughout all of our troubles."

Lloyd said his organization "will do everything within its power to restore needed unity to the American labor movement, to bring the Teamsters back to the AFL-CIO with honor and dignity."

"We have been friends many, many years," Lloyd said. "We have worked together. We have prospered together and we extend our hand of friendship at this time to the Teamsters organization, and we hope and pray that our friendship will continue as in the past."

## Union's Energies Are Needed For Organizing, Fagan Declares

Noting the Teamsters Union giant membership gains in the past three and a half years, Ralph T. Fagan, president of the Laundry, Dry Cleaning and Dye House Workers, said the union's expulsion from the AFL-CIO "apparently acted like water on a dry flower bed."

Fagan, whose own union also was expelled, labeled the actions "rash, unreasonable and totally unjustified, as well as being contrary to the best interests of all organized labor."

The reasons for the Teamsters' progress in a time when organized labor in general was showing a decline was easy to analyze, Fagan said.

"First your progress resulted from your own untiring efforts. Second—and even more important—this progress is a tribute to and a direct result of the personal efforts of one man who is today without any exception and without any qualifications the greatest leader of labor in the world, your dynamic leader, Brother Hoffa. He has been vilified, lampooned and scorned. He has been slandered, li-

beled and cursed but his leadership is and will remain stronger than ever just simply because he knows and he applies in his every-day work the simple and fundamental truth that trade unionism consists in helping the worker to obtain job security, a just



Ralph T. Fagan



wage, and decent and proper working conditions and benefits.

"Next, what has been the effect of expulsion upon the labor movement in general?

"What has the purge accomplished? There are approximately 58,000,000 workers in America today and about 17,000,000 are organized, and some 41,000,000 remain outside of the trade union movement. The energy and force used in expulsion and witch hunting should have been used to bring these millions into the fold instead of trying to break down established unions.

"Now, having seen the effect of expulsion on your organization and on the labor movement in general, what has been its effect on all of us? True, we have lost some 20,000 members which we would rather not have lost, but we have retained our identity and our unity and, thanks to your great help, we face the future with complete confidence.

"Since 1958 we have been negotiating a merger with the AFL-CIO International in our jurisdiction. These dealings have progressed at a snail's pace. We have insisted upon, and we will continue to demand, merger only upon a fair, decent and dignified basis consistent with the comparative membership and financial strength of the two unions."

## Not 'Mr. Chairman'



John Roosevelt, borrowing from an expression of his famous father, told President Hoffa he knew him too well to call him "Mr. Chairman." Said Roosevelt: "I hope that in the years to come Jimmy will have more time to work for the affirmative side of your aims rather than to be under the continual harassment of certain agencies of the government."

## Teamster Cooperation 'Key Factor' In Union's Success, Says Hoffmann



Sal B. Hoffmann

Describing the "friendly and cooperative relations" between his union and the Teamsters for more than 50 years, Sal B. Hoffmann, president of

the Upholsterers International Union, told the convention that Teamster cooperation "has been the key factor in the successful conclusion of many of our struggles."

Hoffmann said the cooperation had been given "regardless of our inability to reciprocate equally with either power or money."

He continued:

"Now, it is a fact that the awareness of our employers to the fact that the Teamsters would help us in a strike has frequently persuaded our employers to be more reasonable toward us and thus you have made a great contribution to maintaining industrial peace in the industries of the Upholsterers Union. Your cooperation has always been and always will be significant and valuable to the members of the Upholsterers Union.

"We would be hypocrites and ingrates if we did not at this convention publicly acknowledge this truth."

## Labor's 'Freedom' Is in Serious Jeopardy, Curran Warns Delegates

"These are days that are going to determine whether there is going to be a trade union movement in this country."

That warning was given the convention by Joseph Curran, president of the National Maritime Union and a vice president of the AFL-CIO.

Curran arrived at the convention fresh from a tough, hard-fought strike in which he had to butt heads not only with employers and government, but also with other trade unions.

"If things continue as they are going," Curran said, "there is grave danger that the labor movement in this country could be reduced to the same kind of captive labor organizations that exist in some countries overseas."

Curran said he knew the labor movement in the Soviet Union was not free and added:

"But in these past few years, with the passage of laws such as the Taft-Hartley Act and the Landrum-Griffin

Act, it's a very large question as to how free it is here."

The NMU leader continued:

"Freedom is supposed to be freedom of action, the freedom of association, the freedom to organize and freedom to bargain collectively. Under the Landrum-Griffin bill and the Taft-Hartley Act, all of these have been wiped out."

Curran told the convention the attack on the Teamsters Union and its officers was in reality a plot to destroy the labor movement. Some of the labor movement fell into the trap set for it, he said, adding: "I am not completely innocent either."

Curran, who was a member of the AFL-CIO Ethical Practices Committee, said, "In those early days, when this whole thing started, I couldn't see the trees for the forest, either, but as soon as I did, I took steps to see what could be done to amend it."

At every AFL-CIO Executive Council meeting since, Curran said he had offered a motion to set up a





President Hoffa welcomes Joe Curran at speaker's platform.

committee to "seek a basis for bringing the Teamsters Union back into the house of labor."

He said he had seconded his own motion and cast the only vote for it.

Taking note of Senator McClellan's threat to seek legislation to thwart unions' mutual assistance agreements, Curran said such agreements provide "the only way we can pit our strength against the big combines of business."

"It is the only way the labor movement can live in this country," he continued. "If it fails, there will be no labor movement. There will be

splinter groups and company unions, and eventually there will be no unions at all."

He told the convention that the mutual assistance pact he had signed with the Teamsters Union won approval of the NMU membership by a vote of over 25 to 1 throughout the United States.

Curran expressed hope for a united labor movement.

Until labor is united, he said, "we have no real voice and no effective political action . . . and the anti-labor elements are able to do a job."

## Convention Resolution Censures Editorial by Miami Herald

A resolution censuring the Miami Herald "for failing to maintain the minimum standards" of fairness was passed by a unanimous standing vote at the 18th Convention.

The resolution was prompted by an editorial carried in the Herald, one of a chain owned by John S. Knight, which "prejudged the conduct of the convention . . . without any knowledge of the facts."

President Hoffa told the delegates: "Every member of the press that has any self-respect should sit here for one silent moment and think over his responsibility to the wives, the children and the men of America . . .

"It is strange that they (the newspapers) talk about defiance of the

Court. One hundred and fifty times this International Union appeared in the lower courts as a result of the Monitorship. Our counsel appeared 42 times before the Court of Appeals and one time appealed to the Supreme Court.

" . . . We did go to court, did seek an audience, because we believe that the courts of America are the last resort of those who seek justice. They decide justice, not the newspapers, not the magazines and not the commentators who would have you believe that they are all important and all smart, possess the wisdom of the world; yet they work for wages less than a truck driver.

"When the newspapers merge, as

### Bias Obvious

While the Miami Herald, part of the Knight newspaper chain, was the only newspaper singled out for censure at the Convention, the press generally sought out news that would present the meeting in a derogatory light.

Most reporters covering the convention sought out the sensational and the bizarre in an effort to justify their preconceived motions or to obtain better play in their own newspapers.

Milton J. Liss, who opposed President Hoffa for the top office in the union, felt constrained to protest, from the floor of the convention, the unfair impression left by television news coverage as to the democratic conduct of the sessions (see page 6). Yet this protest by and large was ignored by the press.

As a result of this type of "selective" reporting (as opposed to "objective" reporting), the nation received a distorted view of the 1961 convention.

they did in Detroit, in Cleveland and in Chicago and all around the United States, the intellectual brains of those newspapers had no seniority, had no severance pay and many times had no pensions because they didn't have the guts, the brains and the intelligence to be organized efficiently and to have a contract such as we have."

### Cut-Off Date Set For S. 1197 Hearings

The Teamsters Union last month scored an important gain in its fight for passage of S. 1197 when the Senate Interstate Commerce Committee announced prolonged hearings on the measure would be cut off August 11. Strategy of railroad lobbyists apparently had been to drag out endlessly hearings on the bill, which would restrict the rail's selective, destructive rate-cutting. A committee vote was expected by August 15.





## Delegates Vote Changes In Union Constitution

**THE MAMMOTH JOB** of overhauling the International Constitution consumed two full days and a night session as delegates approved 218 changes in the lengthy document.

Revisions generally were in three categories: those required under the Landrum-Griffin Act; those which the General Executive Board, during the Monitorship, agreed to recommend to the Constitution Committee, and those recommended by the Constitution Committee for the betterment of the union.

Among the amendments adopted was one broadening the jurisdiction of the Teamsters to include "all workers."

Heaviest discussion from the floor centered around the provisions increasing dues and per capita payments to the International, but the amendment carried overwhelmingly (see story on page 23).

Another amendment increased strike benefits to \$25 per week after the fourth week.

Among the more significant changes was one which gave recognition to the union's broadened role in civic and national affairs. Under Article I defining the objectives of the union, Constitutional recognition was given to the union's duty to "provide educational advancement and training for employees, members and officers;" to promote the rights of workers "through political, educational and other community activity;" to "engage in cultural, civic, legislative, political, fraternal, educational, charitable, welfare, social and other activities which further the interests of this organization and its membership, directly and indirectly;" and to "engage in community activities which will advance the interests of this organization and its members."

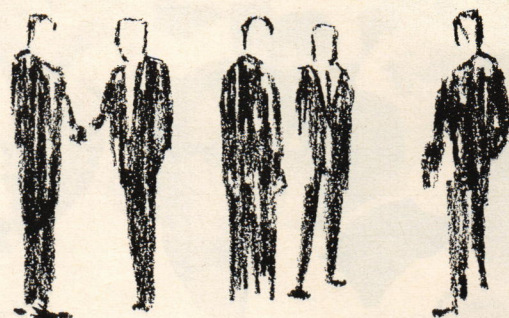




# 18<sup>th</sup> CONVENTION

## on the platform

**Candid camera spots  
vice presidents and trustees  
during convention program.**



Vice President Murray W. Miller was busy man—in charge of arrangements and temporary chairman.



Vice President Gordon Conklin gets congratulations on re-election.

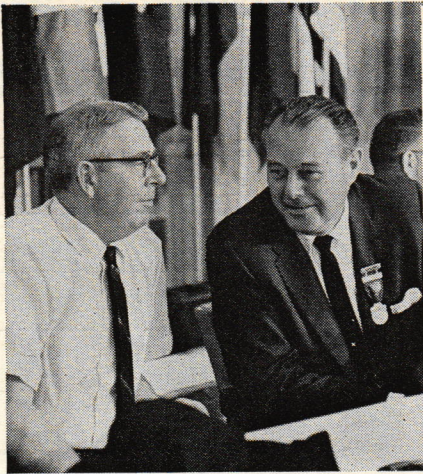
Trustees in genial mood. From left: John Rohrich, Frank Matula and Raymond Cohen.







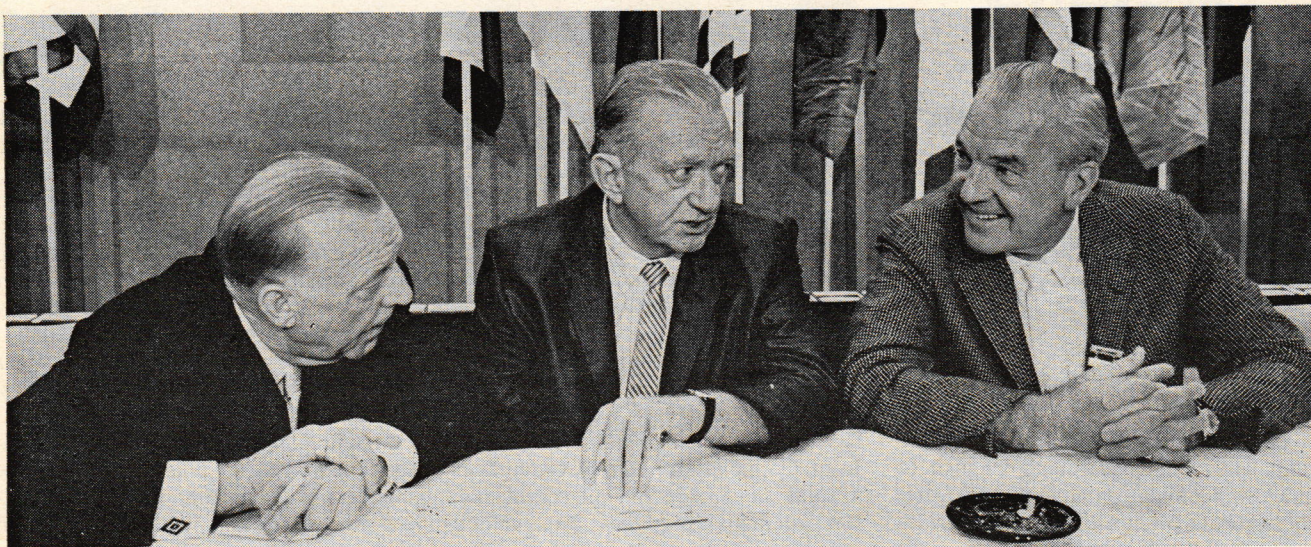
Vice President John O'Rourke takes a bow. Joining in applause at left is Vice President Anthony Provenzano.



Vice Presidents Einar Mohn and George Mock appear in a relaxed mood during a lull in the convention proceedings.



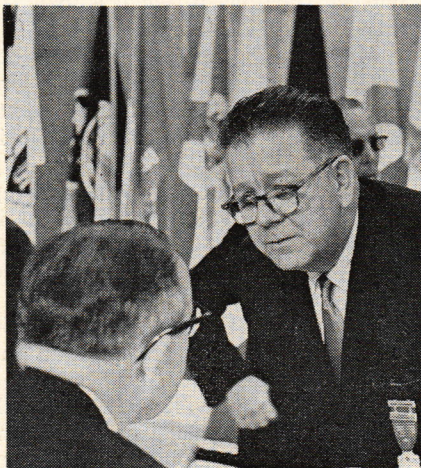
Vice President Harold J. Gibbons, executive assistant to the General President seconded nomination of Hoffa.



Talking things over on platform are, from left: Vice President John T. O'Brien, Vice President Thomas E. Flynn and Vice President John O'Rourke.



Vice President John Backhus receives congratulations on his election.



Vice President Frank Fitzsimmons leans forward in an earnest discussion.



Vice Presidents Harry Tevis and Joseph J. Diviny rise for better look at floor.



# Officers' Report to 18th Convention Details Teamsters' Progress

A joint Officers' Report by President Hoffa and Secretary English to the 18th Convention gave the delegates an accurate picture of the giant strides made by the Teamsters Union since the last Convention in 1957.

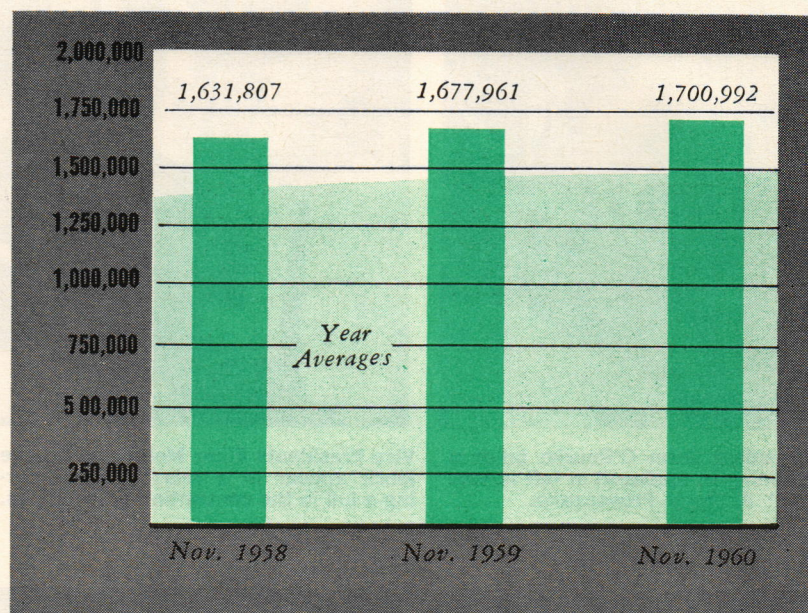
In a message to the delegates, Hoffa and English declared that, despite the attacks of the past four years, the Teamsters Union "still rates tops in representing our members and increasing their living standards. We have not surrendered the fight for free collective bargaining and free trade unionism in America. We are thriving despite the hostile environment in which we have been forced to operate."

President Hoffa's report dealt with five basic areas: membership and organization; wages, hours and working conditions; negotiations and areawide contracts; the union's operating structure; and the job before us. (See page 58 for a summary of Secretary English's report).

In Hoffa's report, he pointed out that:

The Teamsters' Union has been the

## AVERAGE YEARLY TEAMSTER MEMBERSHIP AND PEAK



SEASONAL PER CAPITA RECEIPTS 1958-1960

only major trade union which has aggressively kept pace with the giant strides of the American economy since the end of World War II. Our dynamic and effective organizing program has helped to offset membership losses due to technological or automation unemployment, mergers, and shifts in industry.

We have supported our determination to continue to organize with dollars. Since our last Convention, we have turned back to our local unions, Joint Councils and Area Conferences, a total of \$3,436,371.42, earmarked for organizing purposes, on a matching fund basis. We have paid out these funds even though the per capita paid to the International Union is the lowest of any major trade union in the United States—in most instances only a fraction of what is paid to other international unions.

Membership continues to grow because basically ours is a healthy Union, our officers and business agents are militant, and our rank-and-file is solid.

The record of our membership growth from 1958 through 1960 is shown in Chart 1. In November 1960, our per capita receipts reached an all-time peak of 1,700,992.

Our average membership in 1960 was about 250,000 greater than the next largest union.

Between January 1, 1958 to March 31, 1961, we issued 52 new local union charters, four Joint Council charters and one State Conference charter.

Local unions chartered since 1958

include such types of work as: milk producers; city, county and public employees; milk haulers and dairy workers; airline supply technicians; airport transport drivers; industrial employees; oil, chemical refinery production and maintenance workers; log and lumber haulers; marine employees; poultry farmers; automotive repair trades; food processing employees; sugar workers; office and clerical employees; agricultural workers; phosphate workers; and container, drum and miscellaneous workers. This sample of new charters is proof that there are workers who need and want strong union representation—the Teamsters' Union.

Each of the Area Conferences has continued to show dynamic growth, as shown in Chart 2.

Perhaps the most accurate measure of our organizing activities is the number of new members initiated into our union. As shown below, in the last 3 years we have enlisted, on the average, over one-quarter million new Teamsters a year:

We have charted new organizational paths in the field of agriculture. In Western Pennsylvania, we were successful in winning a contract for a group of dairy farmers. We have organized egg and poultry farmers in the New Jersey area. And less than two months ago, we signed a contract for farm laborers with the largest lettuce grower-shipper in the country. This marked a long step forward in bringing unionism to this most neglected group of our working population.



One of the most crucial tasks facing labor is to organize white collar employees. At the present time, only a small proportion of all office employees belong to a union. The reasons are many. In years gone by, to be a white collar worker meant that a person was a potential management official. There were many opportunities for office employees to advance themselves and to better their working conditions through their own individual efforts. They enjoyed relatively high wages, fringe benefits, and good working conditions.

Once widespread union organization began to take hold, however, the benefits which once belonged principally to white collar employees were acquired by blue collar workers. Union organization provided manual workers with far greater gains than obtained by white collar personnel. The past several years, in particular, have seen the white collar man and women fall behind in wages and fringe benefits.

Automation is now creating the same type of job problems for office employees that have confronted industrial workers.

As a result, many office employees are turning to unionization. This has been particularly true in those fields which have been traditionally Teamster organized, such as freight, milk, bakery, warehouse and laundry. Office employees have joined Teamster ranks in increasing numbers. We have chartered white collar worker locals and sizeable organizing gains have been

made. Other Teamster locals have set up office worker divisions.

Virtually all office and clerical employees in the Chicago trucking industry—3,500 workers—have been organized. Sizeable organizing gains have been made in the Philadelphia, New Jersey and Baltimore areas, principally in over-the-road trucking. The Southern Conference has expanded coverage of its Local Freight Forwarding Office Clerical Workers Agreement. Gains have been made in the Western Conference.

A progressive step toward organizing this group of workers was provided in the last Central Pennsylvania over-the-road Freight agreement. Through a contract provision, the local unions involved were given the exclusive right to represent office and clerical employees in freight operations if the Union in each operation could show by authorization cards that it represented 51% of these employees.

### Industrial Plants

The potential for union organization among small manufacturing firms is quite extensive. Such firms are, for the most part, unorganized. It is estimated that even in highly organized industries, there are probably 5 million unorganized manual workers in plants having fewer than 50 employees.

Our International Union and our Area Conferences have established Industrial Divisions to insure the bene-

fits of union organization for all manufacturing employees.

Many local unions have expressed interest in the formation of these Divisions, and organizing campaigns are underway in a score of localities. Many manufacturing plants have been organized and the employees of these plants now receive the benefits of Teamster agreements. Many employees in industrial operations have been petitioning for Teamster affiliation. Several new charters have been issued for production worker locals.

Our success in organizing industrial workers is not limited to any one section of the country. Approximately 30,000 manufacturing employees along the East Coast are members of the Teamsters Union. These employees are found in a variety of industries, ranging from chemicals and plastics to jewelry.

Thousands of production workers in the Minneapolis-St. Paul area, in Chicago, in Detroit, in St. Louis, and in other Central Conference cities are Teamster members.

The South has recently seen organization among chemical and phosphate workers in Louisiana and Florida. In the West, such diverse industrial operations as truck assembly and the manufacture of truck cooling equipment are under Teamster contract.

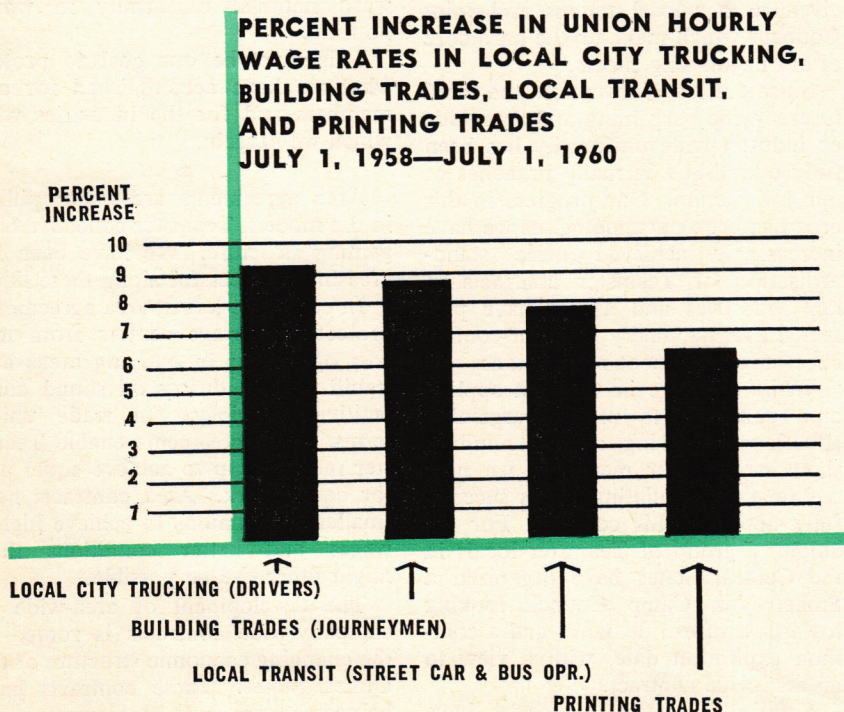
President Hoffa discussed wage gains in these terms:

During the past three years, Teamster locals throughout the country have made major gains in every area of collective bargaining—substantial wage increases; improved health and welfare protection for Teamster members and their families; higher pensions; greater seniority protection; longer vacations with pay; preservation of individual rights, etc.

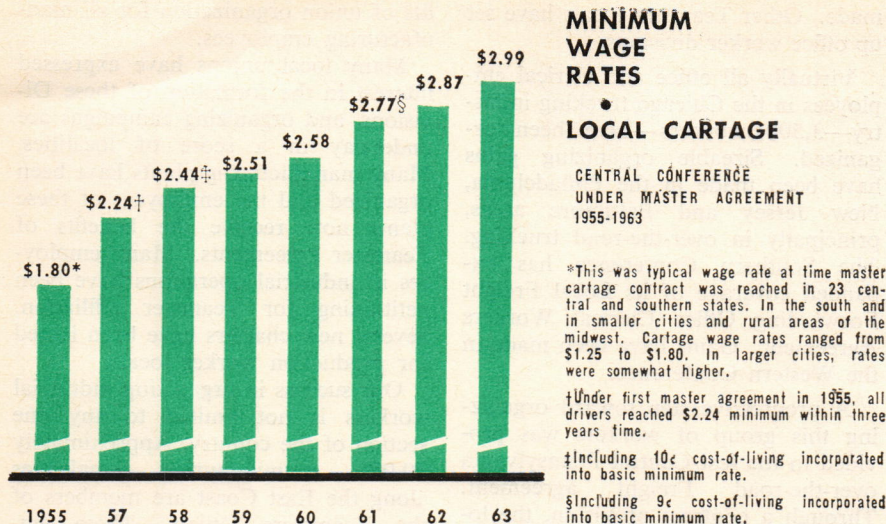
Taken as a whole, Teamster wages and conditions are second to none. Pay increases and fringe benefits won by Teamster locals equal or exceed other unions. Here is the record.

In each of the three years, since our last convention, wage increases in the Teamster - organized trucking and warehousing industry exceeded the increase for all industries combined, all manufacturing, all non-manufacturing, and all transportation industries combined.

Between July 1958 and July 1960 (the latest date available), local truck-drivers' wage increases averaging 24¢ an hour exceeded the straight time hourly pay increases of workers in all manufacturing industries combined, in durable goods manufactures, in non-durable goods, and in 20 other indi-







vidual manufacturing industries for which figures are published by the U. S. Department of Labor.

Hourly-paid local truckdrivers also gained a higher percentage increase between July 1958 and July 1960 than other heavily unionized industries: building construction, printing, and local transit. Local city truckdrivers received a 9.2% wage increase as compared with 8.8% for building trades journeymen, 7.8% for street car and bus operators, and 6.3% for the printing trades. These figures are of importance in comparing trucking increases with those of such highly-organized, skilled craftsmen as workers in the printing and building trades.

By early 1964, as a result of 1961 negotiations, most local and over-the-road truckdrivers throughout the country will be making \$3.00 an hour or more (excluding cost-of-living increases). (See Chart above) This is an achievement of which no other union can boast. They will be enjoying 3 weeks' vacation after 11 years' service and 4 weeks after 18 years. Pensions of \$200 a month at age 60 are provided Teamster members under the Central States, Southeast & Southwest Area Freight Agreements. Employer health and welfare contributions under these agreements amount to \$3.50 a week. Cost-of-living clauses protect our members during periods of rising prices. Seniority improvements permit a member to follow his job wherever the employer may build new terminals, open up new operations, merge or purchase truck lines.

These gains are remarkable in view of the economic environment (two recessions) and the circumstances under which the union has operated since our last convention—monitors, court

battles, Congressional investigations, etc.

On the subject of area wide bargaining, President Hoffa had this to say:

We are continuing to gain new and improved benefits for our members in every industry we represent. In spite of toughening employer resistance, we have made impressive strides in the areas of wages and hours plus new milestones in the fringe benefit provisions of our agreements. Our Health & Welfare Pension programs continue to be liberalized with the opening of each new round of negotiations, bringing broader benefits to our membership. The major share of the credit for these achievements can rightly be given to our local unions and Joint Councils which make up the hard core of our negotiating efforts.

Since our last Convention, the trend to area-wide bargaining and area-wide or industry-wide uniformity has been fully established in many branches of our jurisdiction. Our progress in this area has been outstanding, as we have increasingly achieved basic standardization of Teamster contracts in key industries and as we have perfected our machinery for inter-conference area agreement negotiations.

While we have in the past applied area contracts to major bargaining situations involving several hundred thousands of our members, we now see smaller negotiating teams successfully applying this concept. For example, a group of Teamster locals in the Central States have organized a Stokely-Van Camp Council looking towards uniform demands and a common expiration date, with a view to an area-wide contract.

Similarly, interested locals have

initiated uniform contract proposals for the for-hire tank truck carriers.

The outstanding example of area-wide bargaining is in trucking, as a result of cooperation among all our Area Conferences. In the Eastern Conference, for example, the number of freight contracts has declined in recent years from about 120 to about 20 or less. In the fall of 1960, five major freight locals, who previously had separate agreements, agreed along with seven other major eastern locals on a common expiration date. In the Western Conference current joint negotiations include local unions who in the past have handled local negotiations in their respective local areas. The Western Pennsylvania freight agreements concluded in May, 1961, now have a January 31, 1964 expiration date.

As a result of negotiations within the last 6 to 8 months we have moved closer to national uniformity in freight contracts. The truck driver in Mississippi has the same rate as the Central States driver. In the near future, we hope to achieve the final step—a national master contract. We have been helped greatly in our recent area freight negotiations in different parts of the country by the over-the-road and local cartage agreement surveys through the joint collaboration of the Research Departments of the various Area Conferences and the International Union.

We will also continue to work toward national uniformity in warehousing.

This must be our goal to protect what we have accomplished for our members and for the industries with which we bargain.

Area agreements are major pillars in the modern Teamster collective bargaining structure. We have been increasingly successful along these lines.

In economic terms, area agreements protect good-wage centers from low cost operations in outlying areas and stabilize the industry on sound competitive principles. In trade union terms, such agreements enable Teamster membership to achieve equal pay for equal work. Area contracts help smaller local unions to achieve higher wages and better conditions than might otherwise be possible.

The development of area-wide or company-wide contracts is rooted in the changing economic structure of the United States. These contracts have helped to meet these problems:



1. Consolidations or mergers within an industry.
2. Necessity of smaller unions dealing with large, multi-plant companies.
3. Danger of companies moving from high-wage centers to low-wage centers with loss of jobs, security and benefits for the members affected.
4. Difficulty of small locals bargaining with large, powerful industries.

The Teamsters Union has been an outstanding exponent of hourly wage rate equalization between areas of the country, and between rural and urban sections.

Area contracts result in a higher level of economic effectiveness for the Union and greater security for the individual member.

Teamwork and cooperation in the establishment of uniform conditions and improvements are an obvious step toward the building of a better and stronger International Union.

The problems of the small, general local cannot be ignored by the larger, more powerful unions, nor by the International. Similarly, the resources and strength of the International Union can be used to advantage by all local unions, large or small, powerful or weak.

By utilizing our full resources, area-wide agreements, where feasible, can become the means to better contracts and better conditions for our members.

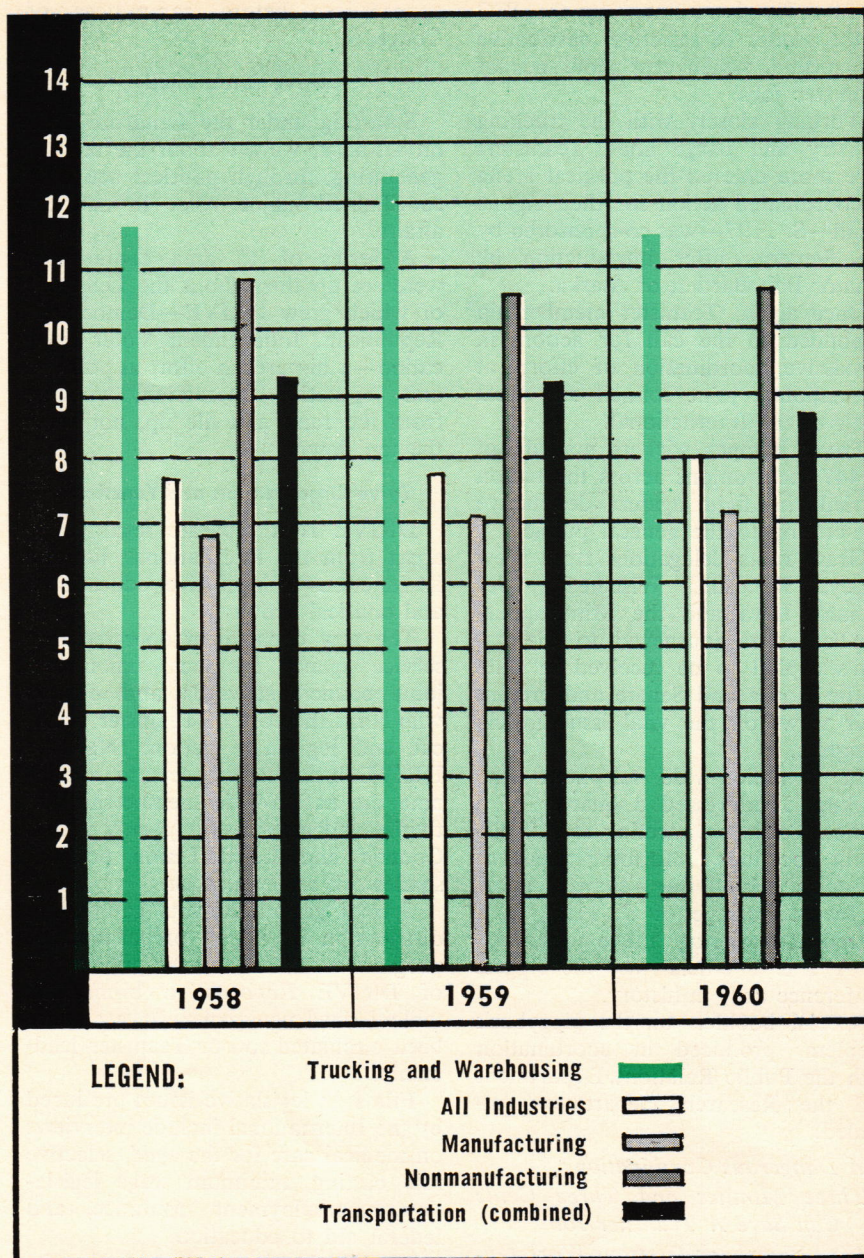
In the area of legislation, President Hoffa reported:

In October, 1959, by action of the General Executive Board, this Union set up a Department of Legislation & Political Action to meet the challenge raised by the Landrum-Griffin law. This grass-roots political education program is designed to get wider voter registration and political participation by our members. I firmly believe that only through political participation can the rank and file of labor be heard in the halls of Congress.

The Landrum-Griffin bill triggered the first major legislative action program of the International Union. The campaign coordinated legislative activity on Capitol Hill with closely related political action in the field. One is ineffective and meaningless without the other.

On Capitol Hill, a comprehensive program of legislative education was undertaken, including:

1. Testimony before Committees.



2. A series of legislative breakfasts between Teamsters from 50 states and 246 Congressmen and Senators.

3. Individual meetings between members of the House and Senate with 500 Teamster Business Agents.

In the field, this issue was taken to the Teamster rank and file, who responded by interesting the general public.

I addressed 25 major public meetings of Teamsters and the labor movement. Letters outlining the threat to all of labor inherent in passage of the Landrum-Griffin bill were sent to 46,000 local unions of the AFL-CIO.

The Teamster Magazine embarked on a major program of educating membership.

The net result: A massive avalanche of mail directed to Congress and the top leadership of the AFL-CIO.

All of these efforts proved to no avail because of divided action on the part of the labor movement. In the House, some so-called 15 'friends' of labor decided passage of the bill, buckling under the coordinated attack of big business.

Labor's lack of unity contrasted sharply with the concerted industry approach, spelling the difference between victory and defeat.

The 87th Congress saw forces joined between the International Union and the trucking industry to oppose fa-



vored railroad treatment by the ICC in the matter of selective, destructive rate-cutting, which cost thousands of Teamster jobs.

Working closely with the trucking industry and barge lines, Teamsters once more entered the political arena in coordinated action for their rights. A bill—S. 1197—was co-sponsored by five Senators after introduction by Senator Bob Bartlett of Alaska.

Once again, Teamster membership responded to the call for action, in a massive coordination of efforts at the national, joint council and local levels of the International.

Truck bumper stickers mailed out to 447 local unions across the nation carried the fight against destructive rate-cutting to the general public.

Grass roots delegations from New Jersey, Kenosha, Wisconsin, Des Moines, Iowa and the Minneapolis-St. Paul area journeyed to the nation's capital to be received in state in the House and Senate and present their views on the vital issue to the Congress.

In a nation-wide telephone line hookup, I addressed a quarter of a million Teamsters meeting at 119 different locations, informing them of the facts behind the Teamster effort to secure passage of S. 1197, in a precedent-shattering move described by A T & T officials as "the biggest conference call" in history.

Special booklets on the piggyback problem, produced in coordination with the Public Relations Department and the Research Department, included:

*A Dangerous Combination  
Three Minutes and Three Cents  
Can Save A Teamster Job  
How Piggyback Destroys Work Opportunities of Teamsters  
Federal, State, Local Governments Lose  
What You Can Do*

These were mailed to 887 local unions.

Hearings on S. 1197 began in Mid-May, 1961 and the issue is still in doubt, though Teamster representatives entered a vigorous statement in behalf of the legislation, in the face of mounting pressure from the railroads.

We have also supported social legislation which contributes to the general welfare of our country. Temporary unemployment benefits, investigation of the NLRB, aid to education, investigation of automation effects, minimum wage, medical care for the aged, have all received the full weight of Teamster legislative action in personal

appearances before committees of Congress.

#### Drive Established

Smarting under the Landrum-Griffin set-back, we set about the task of generating, through political action, a coordinated major voice in national affairs.

A series of 15 area conferences were set up throughout the U.S., out of which grew DRIVE—Democratic, Republican, Independent Voter Education—a bi-partisan effort at political and legislative interaction, working from the rank and file up, not from the top down.

#### Drive Organization and Functions

DRIVE is a separate legal entity apart from the International, limiting its functions to legislative, educational and political activity.

The new department operates as a service agency for local union and joint council stewards and officers who form the core of Teamster political and legislative action. National DRIVE headquarters acts to coordinate the nation-wide membership activities and provides support for Joint Council and Local Union political spadework and education.

Special get-out-the-vote campaigns, distribution of flyers, preparation of program materials and the publication of *DRIVE Reporter*, a bi-monthly tabloid sized newspaper, have already been circulated to our Teamster leadership.

Films on legislative issues produced by the International include interviews on medical care for the aged, selective rate cutting, minimum wage legislation, unemployment insurance, and federal aid to education.

DRIVE headquarters has also issued a series of five pamphlets on Practical Precinct Politics for the guidance and education of our locals. Some 3,700 sets of these pamphlets are now in circulation.

We have at the present time 53 DRIVE auxiliaries in various Teamster Local Unions and we hope and expect this number to increase.

#### Finances

All DRIVE activities involving use of money are carried out with: 1.) Legislative and Educational Funds; and 2.) Political Funds. These two funds are not interchangeable. Money from one fund cannot be used in connection with DRIVE's effort in related fields.

Political Funds are a source of donations to political candidates, while

Educational and Legislative funds must be used solely for such purposes. Furthering, advocating, or advancing the nomination or election of any candidate for elective office cannot be done except with Political Funds.

Membership enrollment fees are the major source of Political Funds.

#### Progress in Canada

Progress in Canada was described this way in President Hoffa's report: Labor organizations and contract improvements for the Canadian worker have always been one of our primary interests. In Canada our ranks have expanded to 40,000 members—a gain of 3,500 members since 1958—with more in sight as our Dominion-wide organizing campaign continues to gain ground. I am pleased to report that nine new locals have been chartered in Canada; several of these cover owner-operator truckers.

I recognize the great organizing difficulties facing our Teamster brothers to the North. Their provincial labor laws are very restrictive and hinder organizing activities. They have suffered an economic slump which has had almost calamitous effects on membership. There are relatively few densely populated communities in many areas and workers in occupations within our jurisdiction are widely scattered. And finally, they have faced many serious problems affecting their jurisdiction and relations with the Canadian labor movement.

Our members were expelled from the Canadian Labour Congress in June 1960 over a jurisdictional dispute. Our union refused to comply with a CLC edict that denied Teamster rights to organize road freight and express drivers whose jurisdiction was claimed by two railroad unions: The Canadian Brotherhood of Railway Employees and General Workers and the Canadian Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees. Part of the dispute arose as a result of consolidations in British Columbia by the Canadian Pacific Railway of its rail and road traffic into one transport department. These employees were included under a contract signed by the Railway Clerks. The Teamsters' Union succeeded in signing up a majority of the employees. However, our bid for recognition was rejected. A new application for certification has been made.

We took the position before the Canadian Labour Congress that to comply with their edict would be to surrender our jurisdiction. This we



# 18<sup>th</sup> CONVENTION

## press facilities

To accommodate the more than 100 accredited newsmen reporting the 18th convention through newspapers, television and radio, the Teamsters Public Relations Department set up press rooms in the Carillon and the Deauville. Typewriters, necessary materials and a "coffee pot" were available to the press at all times. In addition, closed circuit television sets were in operation in the Deauville press room, making it possible for newsmen to keep in touch with action on the floor while working in the press room.



One of best equipped photographers at convention carried five cameras.



Reporters turned out in force for President Hoffa's first press conference on the day before convention opened.



Newsmen crowd around President Hoffa for impromptu briefing during a convention recess.



Wire services of AP and UPI were installed in press rooms.



would not do. We refused to give up our rights to represent traditional Teamster jurisdiction. We elected to fight and were expelled.

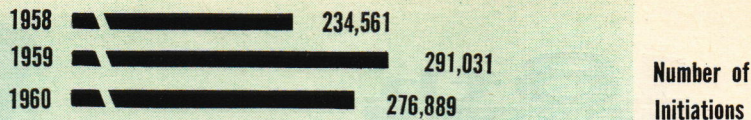
Our decision to fight was made with good reason. The Canadian Railways are carrying out similar trucking and rail consolidations across Canada. If we allow the decision to stand it is easy to see how Teamster members employed by trucking companies purchased by the railroads would be gobbled up by the Railway Clerks Union or the Railway Employees & General Workers. Rates for drivers and warehousemen under the railroad union contract are as much as 30¢ an hour below Teamster rates.

Our Canadian freight locals have continued to organize in the face of these terrific odds. They have closed ranks and taken the first step towards area-wide freight agreements by setting a goal of common expiration dates in all for-hire freight contracts. This coincided with the publication earlier this year of the Canadian Over-the-Road Freight Study by the Eastern Conference. This study details, for the first time, the nature and scope of Teamster over-the-road agreements in Canada.

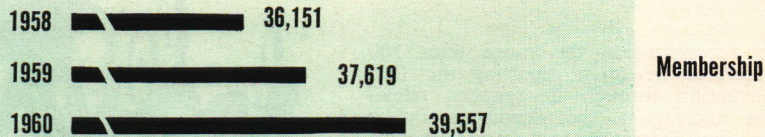
Plans have also been laid for Dominion-wide coordination of all freight matters, through a Canadian Coordinating Committee, formed in April, 1960.

The Canadian locals are also active in the governmental field. On the legislative front, the Coordinating Committee successfully opposed government subsidies to railroads (some of which are used to purchase trucking firms and thus to stifle competition). This was a satisfying achievement.

Another situation which emphasizes the need for our Canadian Teamster locals to coordinate their activities is to secure legislation for national regulation of transportation. This is the greatest single need insofar as our Canadian trucking locals are concerned. They keenly feel the need for a regulatory body to establish uniform rates and regulations in motor freight transportation. Without effective government regulation of even the most minimal nature, without guarantees to trucking employers of routes and rates as provided under I.C.C. regulations in the United States, non-union operators can continue to move in on a cut-throat basis. As a result, legitimate operators with decent contracts are being forced to the wall.



Our Canadian locals have also increased their membership despite raiding, the economic recession, and anti-Teamster attacks:



## The Job Before Us

Hoffa's report described "the job before us" in these terms:

In the years ahead, as during the three and one-half years of crisis we have just finished, let us stay united in the service of our members. I have cited facts and figures which have marked our progress since our last convention. But we could never have achieved these gains without the spirit of cooperation and steadfastness of all our local unions, joint councils, area conferences, and trade divisions. In the face of attacks on all sides, we have closed ranks.

### 'We Won Fight'

The Teamsters Union has survived these past three and one-half years; we have won the fight, because our wage scales, working conditions and the protection of job rights in our contracts have excited the imagination of the American worker; because our solidarity has excited the minds, not only of the Teamsters, but the minds of other workers and other free trade unionists.

We have a continuing responsibility to organize non-union workers as vigorously as possible, in order to protect the wages and conditions of our membership. It is also our responsibility to the employers with whom we have contracts, to protect them from substandard wages and from the unscrupulous employer who will cheat at every turn.

We have demonstrated to the rest of the labor movement that the Teamsters continue to be a solid trade union

concerned with issues of importance to the trade union movement. The Teamsters have never been lukewarm unionists and we do not propose to change our basic approach to organization and negotiations. We must move aggressively forward. In addition to continuing our organizational growth and contract gains, we shall increase our activities in every area of trade union life, including legislative and political activity.

The nation needs the greater purchasing power which collective bargaining provides. American workers have suffered through two recessions since our last convention. Our members, along with millions of other workers, have been plagued by unemployment. We issue a call to the rest of the labor movement to work jointly towards the goal of wiping out mass unemployment. Workers who man our production lines and deliver the nation's goods are entitled to the maximum protection against loss of job, the sentence of economic death. Our nation faces no challenge so great if we are to maintain the stability of our economy and way of life.

### Must Expand Economy

We must push for an expanding economy if we are to soften automation's impact on employment. We must assure workers employment and income security—economic justice—if we are to avoid economic and social catastrophe. Only workers with jobs can buy what they make. It is time to



take action towards full employment if we are to avoid a nightmare of unemployment. National full-employment economic policies are called for—both to generate jobs and to sustain purchasing power.

In the face of automation, we must as a labor union see that no employee, particularly the older worker, is thrown on the scrap heap because he presently lacks the skills demanded by industrial change. We cannot and will not allow a worker's years of faithful service to be plowed under for the sake of the new technology.

Unions and management must put their heads together to come up with a program designed to create a sure market, so that consumers can purchase the output of a production system based upon highly automated industries. Without steady and full employment of our key consumer group—the American worker and his family—automation will automate itself out of business.

We must have unity among all international unions if we are to cope with the labor laws that are hobbling the labor movement. The Teamsters because of our great economic strength and key economic position can survive and be effective. However, there are forces in the nation who would further cripple labor unions. A split and divided labor movement is ineffective in combatting these forces. American labor is weakened when strong and powerful unions are apart from the mainstream of the labor movement. We cannot afford this split. A million and one-half workers cannot be isolated from the main body of labor. A divided house of labor is just what the employers want.

This International Union is geared for the future. We will strive to reach our major goal in the next few years—achieving basic contract uniformity in major area agreements covering all economic and allied provisions. We can reach this goal through concerted area and inter-Conference cooperation and coordination, without sacrificing local union autonomy.

We will continue to strive for one master contract to cover the trucking industry on a nationwide basis.

We will encourage the negotiation of master, rather than individual, contracts with all companies who do business on a national or area-wide basis.

We will press unrelentingly for improvements in wages and working conditions while extending to the

thousands of workers now seeking membership in the Teamsters the right of membership they deserve.

We will work closely with all unions toward peaceful settlement of jurisdictional and other problems.

We will battle vigorously the power-seeking and reactionary individuals and groups who are striving to divide and destroy the American labor movement.

We will continue our political and legislative activity to protect our hard-won gains at the bargaining table and to combat reactionary legislation. We must organize a political action arm in our unions, just as we organized for collective bargaining. We must build a political arm that the politicians will understand. We plan a political action effort in which 'community stewards' will serve alongside shop stewards to build rank-and-file political interest. Constructive politi-

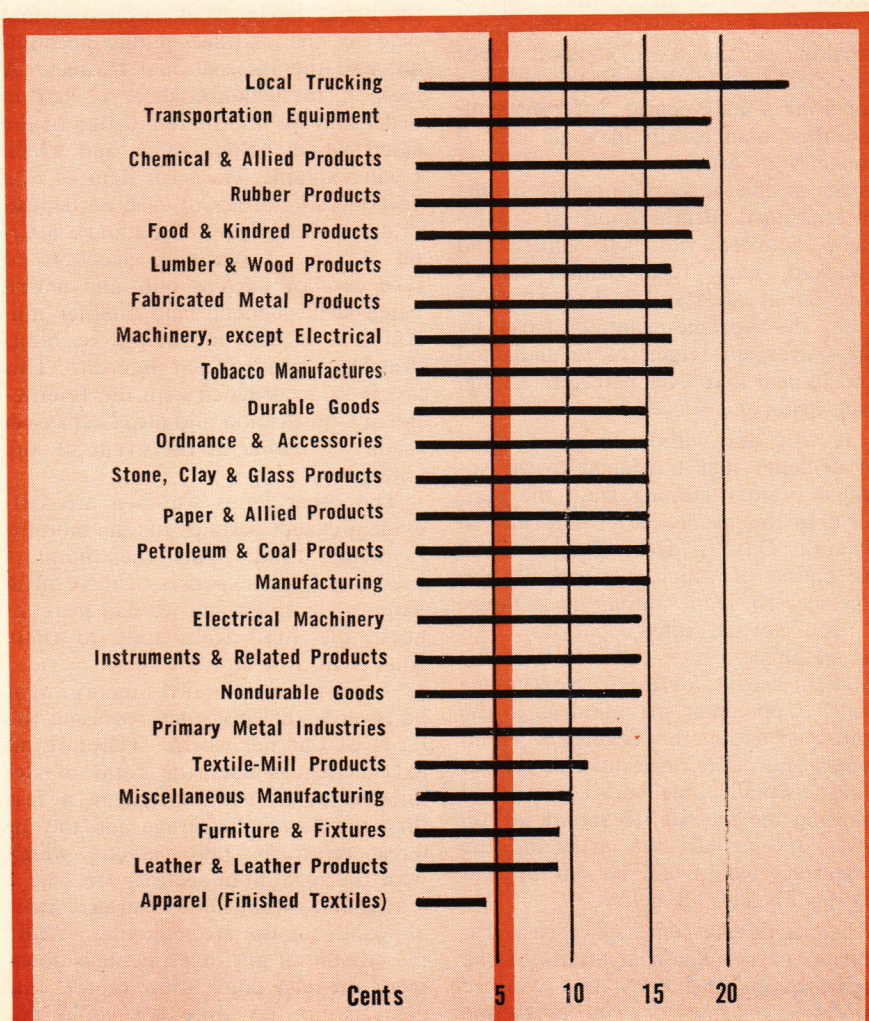
cal power must reside always in the people; people are the raw material of political action.

We will join with the rest of organized labor to campaign intensively against "right-to-work" laws.

The period since our last convention has been a troubled one. We have come through it with honor and respect. We have continued to function as a trade union, ever mindful of our responsibility to our membership. Their gains reflect our devotion to this task.

That we have succeeded is due to many people within this great International Union whom I wish to thank personally—the officers and staff of our International Union, our Area Conferences, Joint Councils, Trade Divisions, and local unions, for their cooperation and steadfastness, for their hard work, and for their devotion to our great organization.

**COMPARISON OF CENTS-PER-HOUR INCREASES  
IN UNION WAGE RATES OF LOCAL MOTORTRUCK  
DRIVERS AND STRAIGHT-TIME HOURLY PAY OF  
WORKERS IN MANUFACTURING INDUSTRIES  
JULY 1958—JULY 1960**





# Report of the General Secretary- Treasurer



General Secretary-Treasurer John F. English discusses content of his report with Controller William Mullenholz on convention platform.

In his report to the Convention, Secretary-Treasurer John F. English told the delegates:

It is with a deep sense of both pride and humility that once again the honor comes to me to make an accounting of stewardship to the membership of the world's finest labor organization. Looking back, as I can for over a half century of representing this membership in some official capacity or other, my heart swells in pride at the accomplishments of the International Brotherhood of Teamsters. Scorned, ridiculed, vilified and attacked, even from within labor's own family, we stand in the movement today the supreme example of trial by fire—stronger, larger, more dedicated and unified than ever before in a long, long history of success.

It was not without a great sense of disbelief that I listened to the so-called oratory coming from the platform in the Municipal Auditorium in Atlantic City in December 1957 in the course of which this organization was ejected from among its fellows. I need not go into detail how this action affected me—the record of the moment speaks for itself. Never once did a doubt enter my mind as to the course of action the Teamsters would follow and never once did I doubt but what I would come before you, God granting me the life, to report to you how, despite all our problems the Teamsters would still be on top and getting bigger and better.

Let us devote some space to a discussion of the financial affairs of the organization for I know that you are interested because each and every one

of you has a stake in the economic well-being of the International. It will be noted that we have used a Convention cut-off date of March 31, 1961 in all the reports from my office, the books having been audited to that date by the certified public accountant and the International trustees. A look at the balance sheet is first in order and we find there a listing of the assets which belong to us and which I will explain. The cash item of \$2,750,066.80 consists of cash on deposit of approximately a million and a quarter dollars in checking accounts to take care of current bills and anticipated strike benefits and another million and a half in savings accounts drawing three percent interest. This last is in accordance with the International Constitution and also keeps cash readily available in the event of any emergency.

The other items we own are self-evident except perhaps for the monitor revolving fund. This the monitors used to pay the expenses of their office help and supplies and we had to reimburse the fund from time to time. That is all over now.

A word about the investments might be in order because they represent the heart of our net worth. They are all in excellent shape; the ratio of delinquencies in our mortgages is less than the national average and the interest return is 3.80 percent, which with the maximum security we enjoy, is as good as what some insurance firms of good repute are enjoying. While the volume of our investments is down from the last convention report, our deposits are up since we could not

invest in mortgages as we had done before due to the amendment to the Constitution at the last Convention. That amendment provided that twenty-five percent of the assets of the organization had to be in short-term government obligations or in interest-bearing savings accounts.

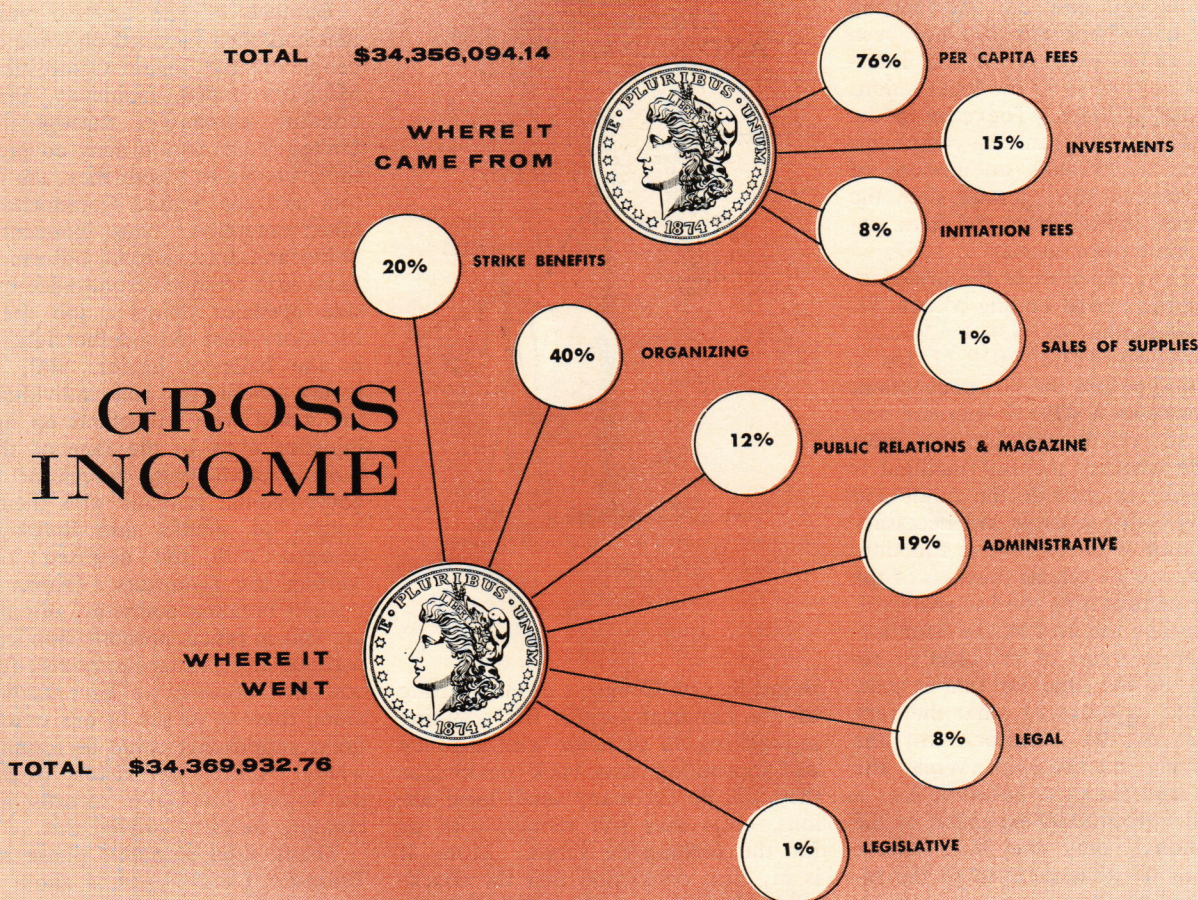
Deducting from our assets that which we owe to others and what we cannot collect until some of our investments reach maturity, we arrive at a net worth on March 31, 1961 of \$38,033,909.85. This is, as you can see from the report of the International Trustees, a decrease from the last Convention of \$13,838.62. For the first time in many decades we show a decline in net worth instead of an increase. Again, the Trustees' report shows the reason for this. We took in \$34,356,094.14 but we had to spend \$34,369,932.76. This combined total of almost seventy-nine million dollars sounds like a lot of money, and it is, but when you analyze how we got it and where it went, you can see that the International has the same problems that every individual has—trying to make ends meet. We didn't quite make it.

## Income

Per capita income, including initiation fees, increased as our membership increased. Payments by the locals in the area conferences are reflected on the chart.

What we refer to as operational income—initiation fees and per capita—fell far short of taking care of our expenses. In fact, we went into the red





by \$4,623,307.51 and if the income from our investments to the extent of \$4,619,035.09 had not been available perhaps many of the services we have given to you in the past four years would have had to be curtailed or eliminated completely.

#### Expenses

Our costs have been great but the end result of better service to our affiliates, and through them, to the membership, reflects itself in a better organized, better informed, and a better equipped union. Without fear of contradiction, I say to you that today the service you receive from the International is at a level never before enjoyed by our people. Whether by letter, wire, phone, or in person, service you get—and fast. But this type of service costs money in terms of personnel and equipment. In one phase alone, telephone and telegraph, the cost has jumped 28% over a comparable period before the last convention.

The greater circulation of "The In-

ternational Teamster" and the use of newer and finer methods of membership mailing list control insuring receipt by your people of this important information media has increased the cost of the magazine by 35% over a comparable 45-month period prior to the last convention.

And when we speak of costs you must realize that eventually we seem to wind up in the courts and this means attorneys. What do you suppose legal fees and expenses have been since the last convention? Would you ever think that there was enough money in the world to pay \$2,086,000.00 for this type of service. To take care of all the lawsuits into which the International has been drawn, both on its own behalf and on behalf of the locals and joint councils, and to assume the cost of litigation of test cases affecting every affiliate and every member, such expense has skyrocketed 244% over the last convention period.

But let's talk about something that really and truly affects you and your membership—strike benefits. Since

June 30, 1957, which was the end of the last convention period, the International has paid out \$6,912,000.00 in benefits to 110,000 members in 443 local unions. This amount of money compares with \$3,351,000.00 in the same length of time during the last convention period, or an increase of 106%. During the entire convention period from 1952 to 1957 benefits were paid to only 59,000 members, an increase this convention period of 86%, while the number of locals involved decreased from 470 in the period 1952-1957. We're grateful for the fact that the strikes were kept to the level shown above. The records show that 442,000 members received strike sanction since July 1, 1957 and if all of them had gone out and strike benefits been paid the financial picture in the International wouldn't look as good as it does.

As you must surely be aware, the International has participated in matching fund programs with the area conferences, under the Constitution, and with some of our affiliates as the

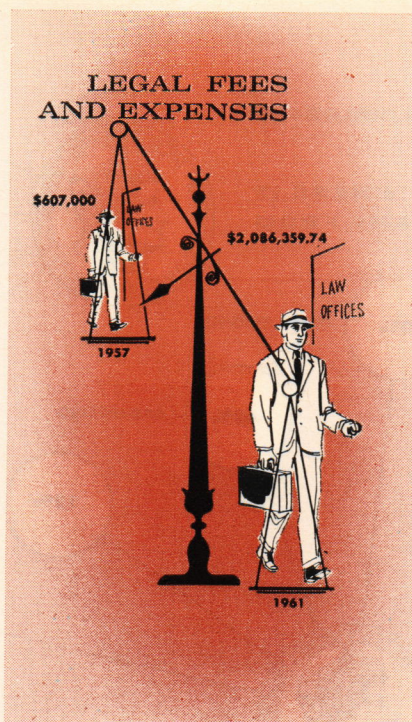


need was determined by the General Executive Board. A look at the charts will show you how our membership has increased but this has not been done without expense to the International as well as to the local unions and other affiliates. The cost to the International of organizing campaigns has been \$6,795,000, an amount of money that is 72% greater than the \$3,940,000 spent during the same period of time prior to July 1, 1957.

The gross expenses of the organization for the period ending March 31, 1961 amounted to \$34,369,932.76. Compared to \$23,297,019.77 for a like period before the last convention, this represents a 47½% increase and I leave to you the decision that must be made whether the International is to continue to provide the funds and the service that I know are necessary if this union is to continue to function.

Before we get off the business of the expense of operating the International, let us review the cost of the Monitorship, not in terms of criticism or reproach, for the time for that is past, but rather in terms of what the very existence of the Monitors cost the dues-paying membership. While the Income and Expense Schedule lists a figure of \$665,400.00 expended by the International, only the Man Above could tell us what the cost to the International has been.

Conservatively, the estimate of the monies that have had to be expended by the International and all the affiliates is in the neighborhood of \$2,500,000.00. This does not take into account the influence that the Monitor



Board had on Congress in the drafting of the Landrum-Griffin Bill resulting in saddling all of labor with attorney and accounting costs, back-breaking as they will be for many small local unions, costs that will remain with us for the foreseeable future. More, it is my firm conviction that the shocking and unconscionable cost of bonding as is necessitated by the new law is directly traceable to the Monitors because the bond that previously covered our people, as set forth here, was specifically outlawed, point for point, by the gentlemen on Capitol

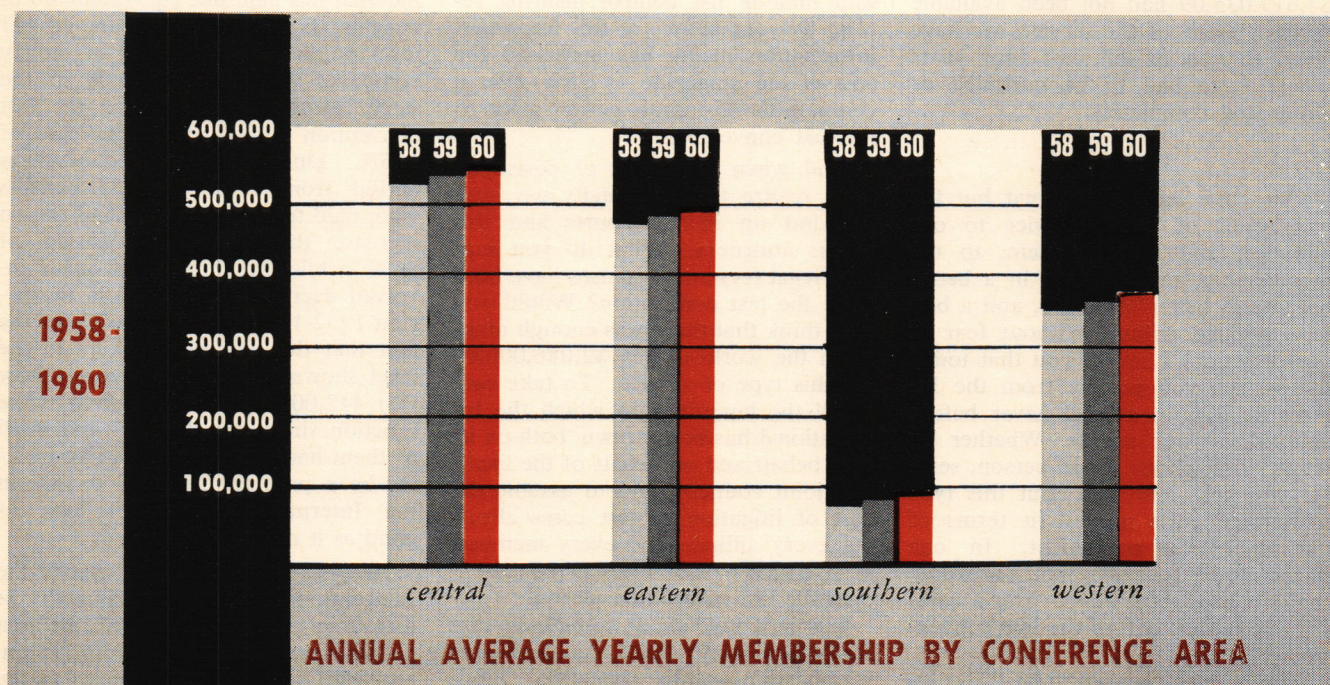
Hill who were undoubtedly in close consultation with the Monitors.

Because of the adverse publicity that had been fastened on some of our people by the Senate Committee, the Monitors hoped, fruitlessly, that the bonding companies throughout the United States would deny coverage to these people to whom they, the Monitors and the Senate Committee, had taken exception. Thus, innocent local union and International officers could have been removed from office by outside agencies doing a job that the Monitors were denied the right to do in the halls of justice. But, fortunately, there are still individuals in the world who will stand up against injustice even in the face of the almost overwhelming forces of many governmental bureaus with their vast hordes of sleuths and investigators charged with the despised job of 'getting' the Teamsters. Thanks to an upright bonding company, our people are still in office, properly bonded and without any extraordinary risk for the company because we have known all along that we've got in our union the finest people that could be found anywhere. A fifty-year history of one of the lowest loss-claim records in the bonding industry proved this.

Thank God that this phase in the Teamster Union story is about over. A few prospered during the course of the Monitorship but such a gain can come to no good. The Man Above will have the final answer.

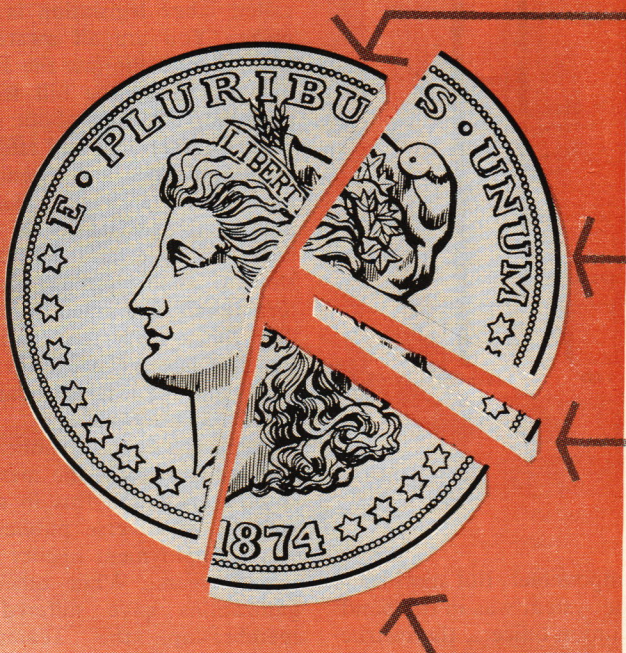
#### Internal Operation

Undoubtedly, many of you have





# INVESTMENT DOLLARS



\$30,006,893.40 = 100%

VETERANS' MORTGAGES  
\$16,487,829.81



54.9%



U.S. GOVERNMENT BONDS AND NOTES  
\$7,400,000.00

24.7%



CONVENTIONAL BONDS  
\$280,000.00

1.2%



CONVENTIONAL MORTGAGES AND FIRST TRUSTS  
\$5,764,063.59

19.2%



been of the opinion from time to time that your General Secretary-Treasurer, during the past three years particularly, has taken a great delight in bothering the locals for all kinds of forms and reports and in setting up new procedures of bookkeeping. Well, you can put the blame right on the Constitution which our attorneys have told me time and again we have to follow or find ourselves in trouble. This was especially the case during our difficulties in the Federal District Court in Washington. While I had to insist that the locals submit the trustee's financial report monthly or quarterly as the case might be—the constitution provided for both—and while I had to insist on submission of the annual certified public accountants' reports, and while I had to insist on the local union mailing list for the magazine, all of these regulations are spelled out in the constitution. If the

delegates to the Convention voted that these things be done, then I would be a poor General Secretary-Treasurer indeed if I didn't carry out the orders of the delegates.

## Bookkeeping Systems

The bookkeeping system was something that had been in the planning stage long before we heard of the Monitors but was delayed because of the uncertainty of the future position of the Monitors in this area. When finally we were able to go ahead with the program, a firm in New York was put under contract to develop with the aid of our people a system of bookkeeping that would be complete but not complicated. It was fortunate that the decision was made to provide such a system for under the dictate of the Landrum-Griffin law the difference between a bad or a good set of books can mean the difference between be-

coming involved with the law or not. The new system if followed according to the instructions will produce all the information necessary for the filing of any and all government forms as these are required. No other organization has made available to its local unions such a system and no other organization has provided the manual of operation that our people are enjoying. When completed, as it will be before the end of the year, the manual will contain instructions in detail as to the manner in which any phase of the administration of a local should be handled. In all my years on the job I have always worked to the best interest of our people and I feel that the Manual for Local Union Secretary-Treasurers is the finest contribution that could be made toward easing the job of a local union officer. Incidentally, the cost of the system and the manual is but a fraction of what



anything comparable would have cost our people through commercial channels, if it were available.

### Dues Accounting Machines

I wish it were possible to impress on the officers of those locals that do not as yet have them the great advantages of the bookkeeping machines. Those that have not made the decision to buy are in the vast minority for the records show that the 527 locals now using the equipment represent 82.2% of the membership. It would be to the advantage of the membership of the remaining locals to give serious consideration to the purchase of this modern and up-to-date method of maintaining local union dues records.

### Field Auditing

In connection with the bookkeeping system I cannot overlook the tremendous contribution that has been made by our field auditors. Handicapped as I was by the lack of knowledge as to the future Monitor stand in expanding the number of auditors necessary to do the job, the work load fell on the few men I had available. In addition to completing 423 audits resulting in the finding of \$112,093.30 back per capita tax, these men were primarily instrumental in developing the new system of keeping local union books. Without their invaluable aid and technical know-how the system as it was produced in final form would

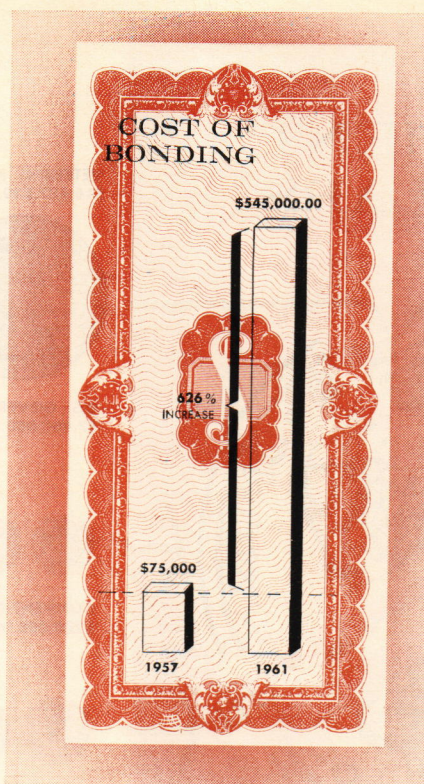
have been impossible. But more than that, after the system was in the hands of the local union officers, the instructors given by these men simplified immeasurably the process of setting up the books. Their keen insight into the problems facing the local union secre-

tary-treasurer, especially at the present time, in view of the new laws has undoubtedly saved many an officer a trip to the regional office of the Labor Department.

### Surety Bonding

A word here about the surety bond problems that faced the organization immediately after passage of the so-called labor legislation is not out of place. You are all aware of course that prior to the law the International has picked up the bill for the bond premium covering about seven thousand International and affiliate officers and employees and twenty thousand local union stewards. The coverage amounted to \$30,000 on each officer and employee and \$3,000 on each steward. The premium cost to the International amounted to about \$75,000 for a three-year period. Under the new law the premium cost to our locals and the International is approximately \$545,000.00.

A glance at the membership charts will serve to show the increase in our International and this in spite of the greatest of adverse publicity and the worst employment history in the past twenty years. While other labor organizations have suffered drops in membership, the Teamsters have forged ahead. We too suffered losses in our locals due to the unemployment but these were more than offset by the new members we picked up.



President Hoffa presides over first meeting of newly-elected General Executive Board held immediately after the 18th convention had been adjourned.



**IN THE WAKE of the convention, some scattered segments of the press were taking note of the fact that the rank-and-file membership was indeed solidly behind President James R. Hoffa.**

**RICHARD STARNES, writing for the Scripps-Howard Newspapers, likened Hoffa's role to that of John L. Lewis a few years back, and so did an article in THE NATION.**

**Both are reprinted on this page for the information of our readers.**

## **by Richard Starnes**

**(July 12, 1961)**

**PERHAPS EVEN** before these words can be set in type it will be revealed that Jimmy Hoffa fires orphan asylums for kicks, and pushes little old ladies into subway excavations just to hear them holler. The ornery little leader of the Teamsters has been accused of every other high crime and misdemeanor during the last few days.

The prevailing attitude toward Hoffa is that he is a menace. In America we always have to have a public bogey-man to work off our aggressions upon, and it seems that Hoffa is it for this year. Hoffa, we are told, can stop every wheel in the country. Hoffa, editorial writers solemnly assert, is second only to the President in power. We are told he consorts with crooks, that he misuses union money, that he will not rest until every honest toiler in the land is in thrall to him.

**FOR ALL I KNOW**, all these high-octane allegations may be true. But I also know that for all his reputed villanies, Hoffa has had remarkable success in avoiding convictions. It has occurred to me that this may be due to the fact that he is not guilty of everything he is accused of. In any event, guilty or not, Hoffa is as much entitled to due process and presumption of innocence as the high-minded chaps who recently pulled jail time for rigging prices of electrical equipment.

**—The Nation**

## **The Press and Jimmy Hoffa**

Today as yesterday the press must have a cast of characters, a convenient *dramatis personae*, so that the ongoing national melodrama can be reported in a routine fashion and without jarring dissonance. The cast must include, for example, one or more "elder statesmen," a leading evangelist, a genial folk philosopher who flatters the national ego while appearing to be critical of it, and, among other familiar types, a Labor Boss, or Ogre. Never, in the lifetime of living Americans, have we been without this stock figure: the glowing Labor Czar of awe-inspiring power and easily caricatured features. For three decades the role was played with distinction and enthusiasm by John L. Lewis, a thespian of the school of Booth and Forrest; then as Lewis mellowed—a bit—with age, and became taciturn with the declining power of the miners, Harry Bridges was a convenient stand-in. Now, as last week's stories from Miami proved once again, it is Hoffa.

If the Labor Boss did not exist, he would have to be invented, for the public must be constantly reminded of the frightful power of labor. The power of General Motors, of General Electric, of the American Medical Association, of the Pentagon, and other power-accumulating institutions passes, if not unnoticed, with only a spasm of momentary concern. But the power of labor must always be inflated by the cube of the facts, and always with consequences exactly the reverse of those intended. For what emasculates labor leaders is social acceptability; what builds them is scorn, exclusion, contempt. When the press picks out a new labor leader for the familiar role of Ogre, the effect is to exclude him from the Establishment. He cannot serve on Committees or Commissions or go on Missions. He cannot be a Spokesman or a Distinguished Guest. Nor can he receive honorary degrees. Exclusion turns him into an outcast, which promptly en-

Hoffa, as I know from first-hand observation, can be nasty, mean, arrogant and aggressive. He also makes lousy speeches, and maybe he has condoned "sweetheart" contracts with favored employers. But heresy or not, somebody ought to point out that neither circumstance has persuaded the rank and file of the Teamster to turn him out.

Hoffa is a hard man in a hard trade. He grew up in a starved coal town, and I for one can forgive him if he grew up thinking that every man's hand was turned against him. A kid who feeds himself by delivering wash done by his widowed mother is bound to develop certain querulous attitudes toward society, unless he is stupid, which Hoffa is not.

But does all this qualify him as a menace?

**IN ORDER TO** believe this folklore about Hoffa, you must also believe (a) the working stiff who put him in office are stupid and unpatriotic, and (b) the attorney general, Robert Kennedy, is an incompetent lawyer who can't get a conviction against a man who must be guilty of every crime from rick-burning to moper.

A man with memory long enough can recall how shamefully John L. Lewis was pilloried simply for doing what the miners hired him to do. Lewis was a menace in those days, just as Hoffa is now. But with the passage of time passions have cooled, and now we can see that John L. was but a man who spent his life correcting social and economic inequities that badly needed correcting.

dears him to the rank-and-file. Just as AFL-CIO helped Hoffa and the Teamsters by riding them out of the "house of labor," so the press has helped by putting them beyond the pale—that is, outside the Establishment, which in any case is where labor belongs. The stereotype of Hoffa that appears in the national press—emphasized again last week—is of immense help in creating the conditions which insure him the nearly unanimous support of his rank-and-file. And the same treatment, if continued, may carry him to even greater heights. For against the background of a disintegrating labor movement, Hoffa may well become in name what he is now in fact: the leader of American labor. If he does, he will owe no small measure of his success to the lucky circumstances that he was chosen by the press to play the part of the all-powerful Labor Boss at the low ebb of labor's fortunes.





President Hoffa tells sergeants-at-arms of added importance of their jobs in view of new legal restrictions on access to floor of union conventions.

## committees at work

Committee on Officers' Report in session. Vice President John T. O'Brien was committee chairman.

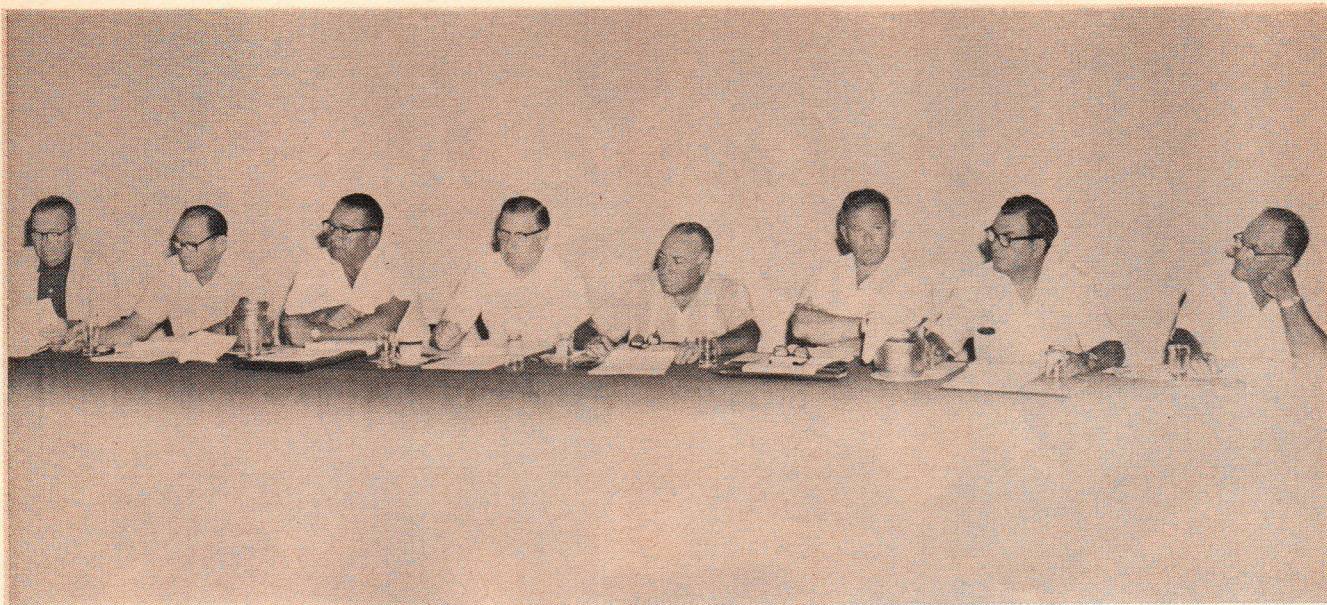


A large measure of credit for the successful completion of so much work by the 18th convention is due the convention committees, which were meeting days before the opening gavel sounded.

Because of the ground work laid by the committees, the convention was able to move smoothly through the mountainous volume of questions facing delegates.

Delegates recognized the great job done by the committees and tendered members their appreciation for a "job well done."





Biggest committee also had convention's biggest job. Committee on Constitution met almost two weeks before convention opened to start all-important job of drafting changes to the union's constitution. Committee presented delegates booklet, showing clearly old language of constitution, with new language right alongside. Here are three views of committee at work, with President Hoffa presiding in photo at right.







Committee on Credentials faced mammoth job of checking accreditation of all delegates. Roy Williams (far end of table) of Kansas City served as chairman.

Committee on Rules formulated basic orders of procedure for convention to follow. Vice President Murray W. Miller was chairman.







Committee on Appeals and Grievances in session. Jack Goldberger of San Francisco served as committee chairman.

# CREDENTIALS

## Committee

CREDENTIALS COMMITTEE  
ALL PROTESTS  
WILL BE HEARD AT  
8:00 P.M.  
SATURDAY NIGHT  
JULY 1, 1961

Committee on Resolutions turned out big volume of work. Ted Merrill (left) of Long Beach, Calif. was chairman.

committees at work

# 18<sup>th</sup>

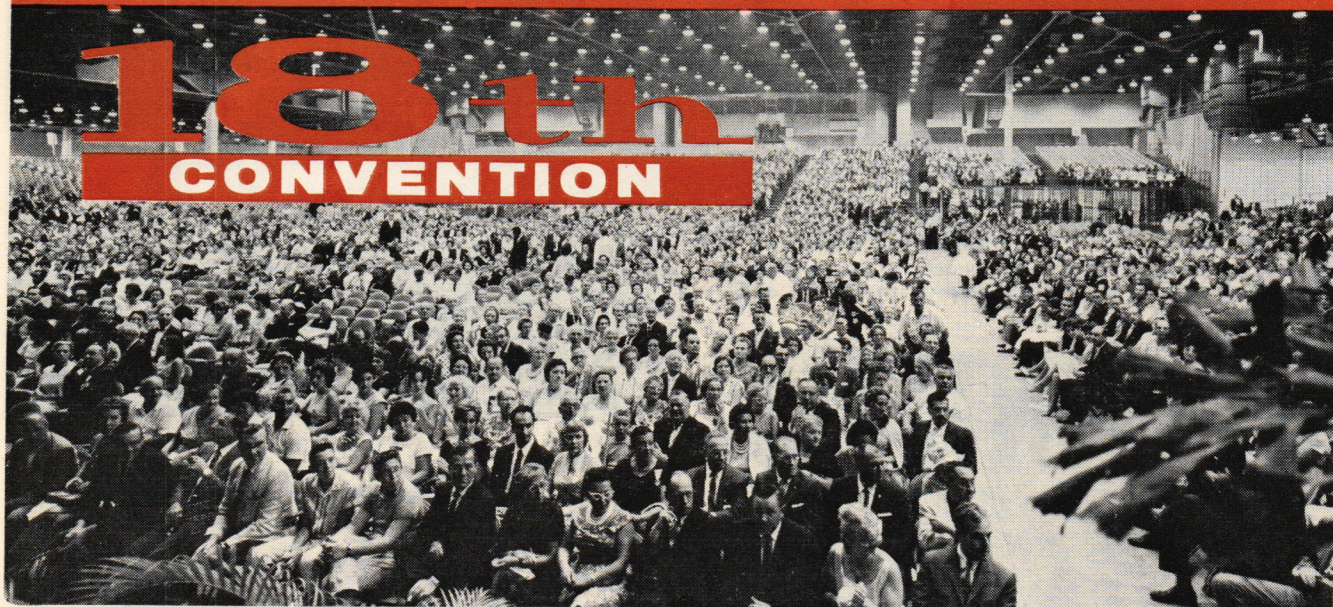
## CONVENTION

Sign on door of office of Credentials Committee told how protests could be made.





**stars perform  
for convention delegates**



Partial view of enthusiastic audience in Exhibition Hall.

Singer Tony Martin



Comic George Gobel



Conrad Buckner (Little Buck)





## *Tony Martin, George Gobel, Mimi Benzell*

### *Headline Star Studded Convention Show*

**DELEGATES** and guests were treated to a star-studded entertainment program on the night of the fourth day of the convention in Miami Beach's mammoth Exhibition Hall.

Headlining the program were Singer Tony Martin, Comic George Gobel, Ventriloquist Jimmy Nelson and Singer Mimi Benzell.

An audience of some 5000 was on hand for the opening curtain. They were offered top flight entertainment from the opening dance, featuring a dazzling chorus line of Jack Nagle dancers in a lively can-can, right through to the rousing finale.

Delegates also gave a big hand to the remarkable feats of juggler Francis

Brunn and the dancing of Conrad Buckner (Little Buck).

Music was by Mal Malkin and his orchestra, and Phil Foster served as master of ceremonies.

The production was staged by Sam Berger Enterprises.

Final verdict by the most important critic of all—the man in the audience: "Superlative!"



Lively, lovely dancers high-stepping through a can-can number.



Beauty and talent combined to make show a success.

Francis Brunn



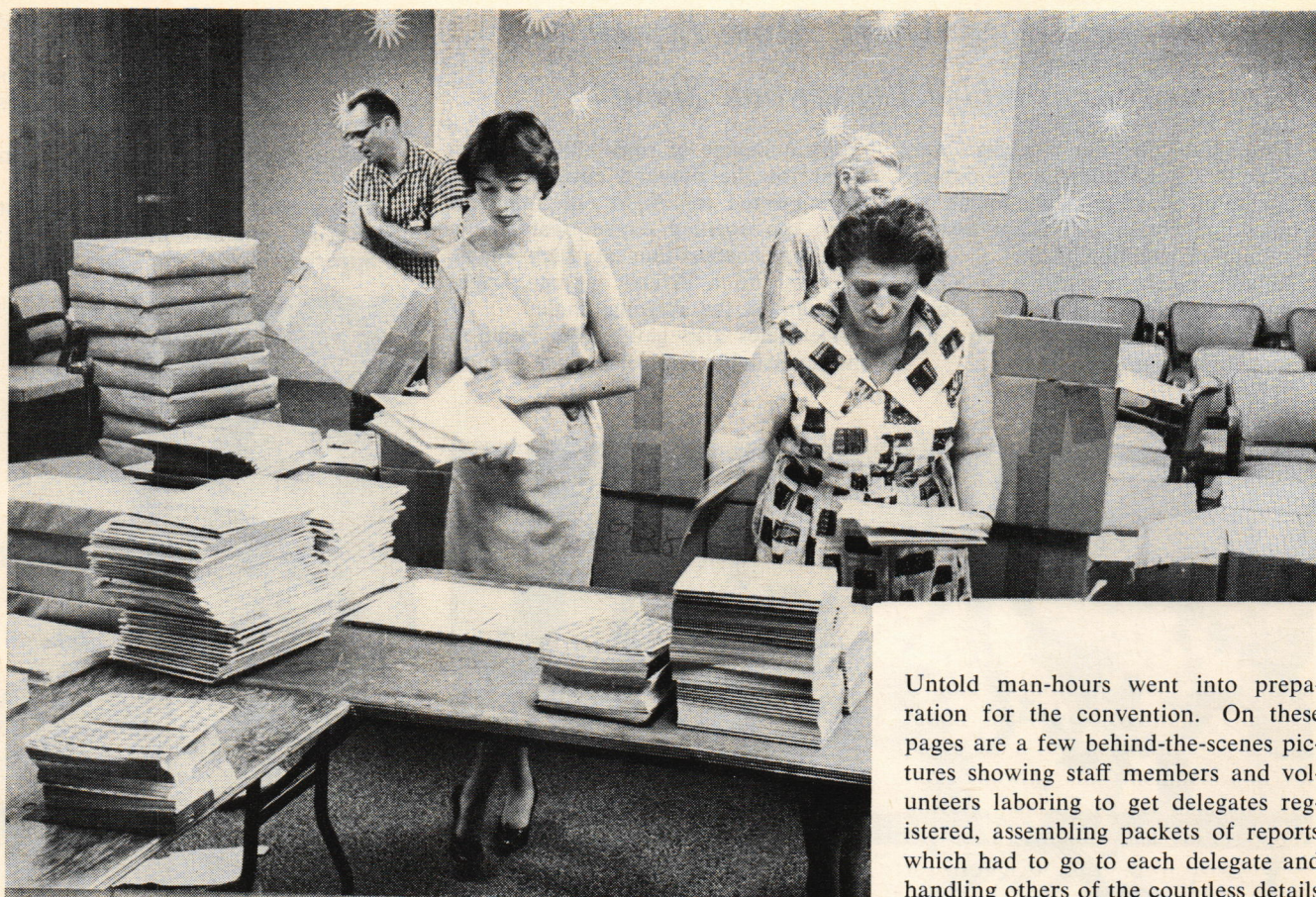
Ventriloquist Jimmy Nelson



Singer Mimi Benzell

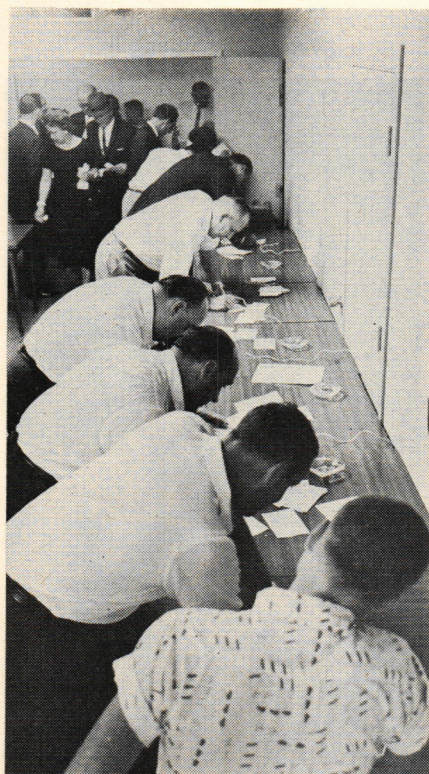






Untold man-hours went into preparation for the convention. On these pages are a few behind-the-scenes pictures showing staff members and volunteers laboring to get delegates registered, assembling packets of reports which had to go to each delegate and handling others of the countless details which are necessary for a successful convention.

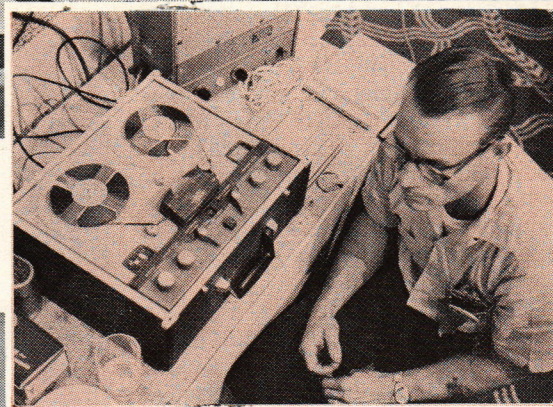
## behind the scenes







**18<sup>th</sup>**  
CONVENTION





## WHAT'S NEW?

### Unit Combines Ramp, Dockboard in One

An Indianapolis firm is marketing a unit that combines a ramp and dockboard in one. These are all-aluminum assemblies that are offered in many sizes with capacities from 5,000 to 9,000 pounds and they compensate for differences in height between the dock and the truck bed.

### Non-Mechanical Reefer System for Frozen Foods

Maximum efficiency and freedom from break-down are cited as features to recommend a new non-mechanical reefer system for frozen food semi-trailers. This system, it is said, will maintain temperatures of -10 to -20 degrees F. for at least 90 hours and can be installed in a standard reefer with a new type aluminum floor.

The system consists of two dry-ice bunkers which form a flush wall inside the trailer front. Dry-ice is loaded from doors in the upper wall. Special refrigerant circulates around the bunkers (to be cooled) then through pipes and plates inside trailer side walls. CO<sub>2</sub> from dry ice is vented into cargo area for added cooling.

### Power Riveter for Close-Quarter Work

A Denver firm is offering a power riveter designed for close-quarter operation. It is said to have a 10:1 gear ratio to provide 1½-tin gripping power.

### Swivel-Type Connector For Gas Pump Hose

Service wear on gasoline pump hose is markedly reduced and easier access is afforded to the fuel tank by means of a swivel-type connector for gasoline pump hose and nozzle. Made of cast aluminum, the dual swivel rotates a full 360 degrees.

### Tire Sealant with Written Guarantee

A written guarantee is provided by the manufacturer with a new tire sealant, assuring that it will protect user against flat tires for at least 20,000 miles. This sealant is said to instantly seal punctures, stop slow leaks and prevent rim leaks. It is also claimed that it will eliminate the need for tubes in recapped tubeless tires.

When injected into the tire, the substance has the consistency of cooked mush. It becomes liquid when the tire is in motion and distributes itself throughout the tire to provide rim-to-rim protection. Thus, when the tire is punctured and the puncturing object thrown out, the sealant is instantly forced into the hole by air

pressure to provide an air-tight seal. If the object is removed by hand, the punctured area is just hit sharply a few times to simulate road flexing and assist in sealing.

### Tie-Rod Wrench Works With Ratchet On

A new tie-rod wrench being marketed from Illinois loosens or tightens the tie-rod bolts without detaching the ratchet. The model in question provides easy one-hand operation. In use, the spring is depressed to slip the wrench over the bolt, then released to engage the wrench with the bolt.

### Member Markets All-Purpose Cart



Stooped beside his "brain-child" is Thomas Pridgen who has been employed at Producers Transport for three years and has been a member of Teamster Local 135 since 1947.

Brother Pridgen manufactures an all-purpose, all-aluminum utility cart called "Alumi-Cart." Made of lifetime aluminum, the "Alumi-Cart" is 38 inches long, 20 inches wide and has a depth of 12 inches. Equipped with rubber-tired wheel with oilless bearings, it is tremendously strong, carrying 275 pounds with ease. It turns on a dime, will not tip, is rust-

proof and never needs painting. A unique feature is a protruding ring at the rear of the cart for towing purposes.

The "Alumi-Cart" is the homeowner's answer to hauling leaves, peat moss, clothes, firewood and garden tools and holds two 20 gallon trash cans with ease.

The retail price is \$29.95 prepaid. However, Brother Pridgen has a special price for Teamster members—\$19.47 F.O.B. Indianapolis. H & P Enterprises, Inc., 1505 Brookside Ave., Indianapolis 1, Ind.



# FIFTY YEARS AGO

## in Our Magazine



(From the August, 1911, issue of *The Teamster*)

### The Brothers McNamara

Working men and women across the nation were being urged to contribute to the defense of two unionists in one of the most sensational criminal trials of this century. The events leading up to this trial were reported in the August, 1911, issue of your magazine.

On October 1, 1910, a series of dynamite explosions rocked the Los Angeles "Times" building and in the resulting fire and confusion, 21 employees at the "Times" lost their lives.

When the fatal bombing took place, building contractors in the city and members of an iron workers local union were engaged in a bitter labor strife. Up to the time of the bombing, this Los Angeles newspaper had printed news stories and editorials attacking the union and siding with the contractors. Shortly after the bombing incident, two brothers in the iron workers local were picked up and charged with plotting the bombing. They were J. J. and J. B. McNamara.

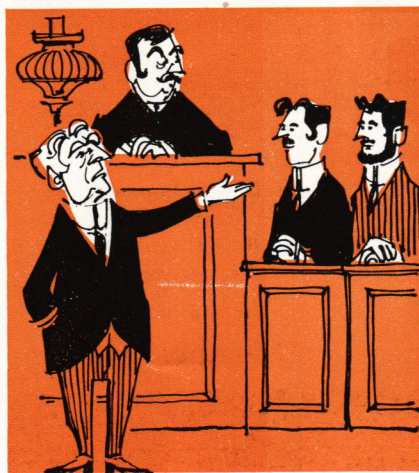
As an aftermath of the explosion the newspaper whipped its readers into such a mood that they were ready to lynch anyone with the slightest tinge of suspicion.

It was a year from the day of the bombing that the trial of the McNamara brothers was opened in California. Newspapers across the country kept their front pages opened during the weeks the trial was held.

In the months preceding the trial, organized labor desperately tried to stem the tide of unfavorable publicity that was showered down on the McNamaras in particular and all of organized labor in general.

A letter that appeared in the August, 1911, *Teamster* urged a fair trial for the McNamaras and called on all laboring men and women to contribute towards the defense of the accused.

"The organized labor movement believes that the McNamaras are innocent. Upon that belief there devolves upon us another duty. The accused men are workmen, without means of their own to provide a proper defense. The assault is made against organized labor equally with the McNamaras. If we are true to the obligations we have assumed, if it is



hoped to forever settle this system of malicious prosecution of the men of labor, our duty is plain.

"Funds must be provided to insure a fair and impartial trial. Eminent counsel has been engaged. Arrangements are proceeding that a proper defense may be made. The great need of the hour is money with which to meet the heavy drains incident to the collection of evidence and other necessary expenses."

The services of the greatest criminal lawyer of the time was obtained to defend the brothers—Clarence Darrow. During organized labor's early struggles, Darrow was frequently hired to defend labor's interests. Some of his more famous court battles on behalf of organized labor were

the Debs strike case in 1895, anthracite coal strike arbitration in 1902, and the Steunenburg murder trial of 1907.

In the McNamara brothers' defense, Darrow performed brilliantly but the jury swung the verdict to the other side and the two brothers were sentenced to long terms at San Quentin, thus ending one of the most sensational and controversial trials in American labor and legal history.

### The Tired Americans

Although the wages of the average teamster have climbed steadily in the past 50 years, thanks to the untiring efforts of our general officers in their constant economic battles with our employers, a commentary on our society that appeared in our magazine a half century ago still is quite appropriate in our day. The commentary, entitled "The Tired Americans," begins below.

"It is proverbial that the American businessman is tired. It is for him that the drama is made frothy. It is for him that all the Broadway stars shine, for him that the lights glimmer. But it is not he alone who is tired.

"The American clerk is tired adding up figures and selling goods in which he has no interest.

"The American society woman is tired playing the butterfly, playing bridge and engaging in other activities which have become deadly monotonous.

"The American laboring man is tired spending all his waking hours in getting a poor living and in trying to make his wages reach as high as the cost of necessities.

"The American middle-class wife is tired trying to make a show on an income that is by no means showy.

"The American college professor is tired teaching a system of economics which has no vital connections with the real facts of life.

"The American magnate is tired trying to make people believe he is a superman.

"The American voter is tired supporting political parties which make no effort to support him.

"The American editor is tired beating about the bush and not touching the heart of questions."







General Secretary-Treasurer and Mrs. English are visibly moved as convention applauds his election.

